

EMPLOYMENT ANALYSES

Section 46a-68-86

This section of the plan presents a comprehensive review of the employment process for the purpose of identifying any employment practices that create or perpetuate underutilization of protected classes.

Separate statistical reporting of personnel activity has been conducted for each occupational category. The Employment Process Analyses, Applicant Flow, Personnel Evaluation Analysis Forms have been modified, if necessary, to reflect all activity which occurred during this reporting period. Three aspects of the employment process are examined:

1. Employment Process Analyses

The following statistical information/explanation has been utilized on Form 42A1:

- (a) **Promotions:** This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
- (b) **Promotions Within:** Promotions within each EEO category are listed at the end of each respective chart.
- (c) **Hires:** This data line includes new hires from outside and transfers from other state agencies to the University.
- (d) **Transfers:** Transfers within the University that are not promotions are recorded on this data line.
- (e) **Coding Corrections:** Coding errors are recorded on this line.
- (f) **Resignations:** Transfers to other state agencies are included on this data line.

2. Applicant Flow Analysis

The applicant flow analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment and was conducted for all EEO categories. As recommended by the CHRO, CCSU identified applicants on this analysis categories as follows:

- **Intra-Agency** included all applicants who came from within the University
- **Outside Agency** included all applicants from other state agencies and universities
- **Other Applicants** included all other applicants that were neither from the University or Connecticut State employees

Since the University conducts national searches for many of its administrative positions and all of its faculty positions, the **Other Applicant** category will contain the majority of the applicants.

Per the Affirmative Action regulations and guidelines, in 2017, CCSU has begun to conduct separate applicant flow analyses by hire and by promotion. When appropriate a further analysis will take place for positions resulting from statewide examinations (classified searches).

3. Personnel Evaluation Analysis

Performance appraisals which were conducted during this reporting period are recorded on this form.

Note:

1. 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.
2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. 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.
4. 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 the 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.
5. 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.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 1 - Executive Administrative

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Statewide/National

DATE: 7/31/2021

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	30	13	17	8	13	3	2	1	2	1	0
Workforce Number Prior Filing	32	19	13	11	10	5	1	1	2	2	0
Net Change(+or-)	-2	-6	4	-3	3	-2	1	0	0	-1	0
HIRES (incl. PT to FT)	2	0	2	0	1	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	4	1	3	1	3	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	6	1	5	1	4	0	1	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	4	4	0	2	0	2	0	0	0	0	0
VOLUNTARY DEMOTION	1	1	0	0	0	0	0	0	0	1	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
CONTRACT NON-RENEWAL	2	2	0	2	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	8	7	1	4	1	2	0	0	0	1	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Professor
LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	190	125	65	93	50	5	6	9	2	18	7
Workforce Number Prior Filing	211	131	80	97	63	8	6	10	3	16	8
Net Change (+or-)	-21	-6	-15	-4	-13	-3	0	-1	-1	2	-1
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	4	2	2	1	2	0	0	0	0	1	0
PROMOTION INTO CATEGORY	1	1	0	0	0	0	0	0	0	1	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	3	2	1	2	0	0	0	0	2	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	4	1	3	1	3	0	0	0	0	0	0
RESIGNATIONS	4	1	3	1	3	0	0	0	0	0	0
RETIREMENTS	18	7	11	3	9	3	0	1	1	0	1
	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	26	9	17	5	15	3	0	1	1	0	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP[*]	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	144	73	71	47	52	5	4	2	6	19	9
Workforce Number Prior Filing	127	63	64	43	50	4	3	2	5	14	6
Net Change(+or-)	17	10	7	4	2	1	1	0	1	5	3
URES (incl. Pt to Ft)	10	8	2	2	0	0	1	0	0	6	1
PROMO INTO CATEGORY / CLASS	17	7	10	5	7	1	0	0	1	1	2
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	27	15	12	7	7	1	1	0	1	7	3
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	4	2	2	1	2	0	0	0	0	1	0
RESIGNATIONS	2	2	0	1	0	0	0	0	0	1	0
RETIREMENTS	4	1	3	1	3	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	5	5	3	5	0	0	0	0	2	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	74	34	40	18	29	2	3	2	2	12	6
Workforce Number Prior Filing	81	38	43	24	32	3	2	2	3	9	6
Net Change(+or-)	-7	-4	-3	-6	-3	-1	1	0	-1	3	0
HIRES (incl. Pt to Ft)	21	10	11	4	7	0	1	0	0	6	3
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	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 INCREASES	21	10	11	4	7	0	1	0	0	6	3
TERMINATION/NON-RENEWAL	9	5	4	4	3	0	0	0	0	1	1
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	17	7	10	5	7	1	0	0	1	1	2
RESIGNATIONS	1	1	0	0	0	0	0	0	0	1	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	28	14	14	10	10	1	0	0	1	3	3
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Coaching
LABOR MARKET AREA: Statewide/National (NCAA)

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	26	19	7	15	6	4	1	0	0	0	0
Workforce Number Prior Filing	29	22	7	16	6	6	1	0	0	0	0
Net Change(+or-)	-3	-3	0	-1	0	-2	0	0	0	0	0
HIRES (incl. Pt to Ft)	3	3	0	1	0	2	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	3	0	1	0	2	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	3	3	0	1	0	2	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	3	0	1	0	2	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	6	6	0	2	0	4	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	232	84	148	68	107	6	16	9	17	1	8
Workforce Number Prior Filing	240	89	151	70	111	7	16	10	19	2	5
Net Change(+or-)	-8	-5	-3	-2	-4	-1	0	-1	-2	-1	3
HIRES (incl. Pt to Ft)	14	2	12	2	6	0	2	0	1	0	3
PROMO INTO CATEGORY / CLASS	1	1	0	0	0	1	0	0	0	0	0
TRANSFER INTO FROM OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	15	3	12	2	6	1	2	0	1	0	3
CONTRACT ENDED	3	1	2	0	2	0	0	0	0	1	0
DECEASED	1	1	0	1	0	0	0	0	0	0	0
RESIGNATIONS	11	3	8	2	3	1	2	0	3	0	0
RETIREMENTS	8	3	5	1	5	1	0	1	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	23	8	15	4	10	2	2	1	3	1	0
PROMOS WITHIN	9	1	8	0	6	1	2	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IANH/PI	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	34	5	29	2	18	1	9	1	1	1	1
Workforce Number Prior Filing	42	7	35	3	22	2	10	1	2	1	1
Net Change(+or-)	-8	-2	-6	-1	-4	-1	-1	0	-1	0	0
PROMOTIONS (incl. Pt to Ft)	4	0	4	0	3	0	1	0	0	0	0
PROMO INTO CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RETURNED FT FROM EXTENDED LEAVE	0	0	0	0	0	0	0	0	0	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 INCREASES	4	0	4	0	3	0	1	0	0	0	0
RESIGNATIONS	2	1	1	1	0	0	1	0	0	0	0
PROMOTION OUT	3	1	2	0	1	1	0	0	1	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	7	0	7	0	6	0	1	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	12	2	10	1	7	1	2	0	1	0	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Secretary 2
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	34	1	33	1	23	0	3	0	6	0	1
Workforce Number Prior Filing	36	1	35	1	25	0	4	0	5	0	1
Net Change(+or-)	-2	0	-2	0	-2	0	-1	0	1	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS.	2	0	2	0	1	0	0	0	1	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES ¹	2	0	2	0	1	0	0	0	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	3	0	3	0	2	0	1	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	0	0	0	0	0	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	4	0	4	0	3	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

Notes:

* AAIAHNPJ = Asian, American Indian, Alaska Native, Hawaiian Native, Pacific Islander

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofessional

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

DATE: 7/31/2021

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HNPI	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	11	6	5	4	3	0	2	2	0	0	0
Workforce Number Prior Filing	15	6	9	4	6	0	2	2	0	0	1
Net Change(+or-)	-4	0	-4	0	-3	0	0	0	0	0	-1
RES (incl. Pt to Ft)	1	1	0	1	0	0	0	0	0	0	0
ROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
RANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
DJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	4	1	3	1	2	0	0	0	0	0	1
DJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	5	1	4	1	3	0	0	0	0	0	1
ROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts
 POSITION OR POSITION CLASSIFICATION: All Titles
 LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	10	9	1	9	1	0	0	0	0	0	0
Workforce Number Prior Filing	10	9	1	9	1	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	0	0	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles Except Custodians
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	42	38	4	32	2	3	0	3	2	0	0
Workforce Number Prior Filing	44	41	3	35	2	3	0	3	1	0	0
Net Change(+or-)	-2	-3	1	-3	0	0	0	0	1	0	0
HIREs (incl. Pt to Ft) per layoff	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	0	0	0	0	1	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	0	1	0	0	0	0	0	1	0	0
DISMISSAL	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	3	0	3	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	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 REDUCTIONS	3	3	0	3	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance
POSITION OR POSITION CLASSIFICATION: Custodian
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	31	20	11	7	7	2	0	11	4	0	0
Workforce Number Prior Filing	35	23	12	9	7	3	0	11	5	0	0
Net Change(+or-)	-4	-3	-1	-2	0	-1	0	0	-1	0	0
HIRES	1	1	0	0	0	0	0	1	0	0	0
DEMOTION IN LIEU OF LAYOFF	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT:	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	0	0	0	0	1	0	0	0
DISABILITY RETIREMENT	1	1	0	1	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	0	0	1	0	1	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	0	0	0	0	1	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT:	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	4	1	2	0	1	0	1	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2021

OCCUPATIONAL CATEGORY: Protective Services

POSITION OR POSITION CLASSIFICATION: Protective Services

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	16	14	2	8	2	1	0	5	0	0	0
Workforce Number Prior Filing	19	16	3	8	2	2	1	6	0	0	0
Net Change(+or-)	-3	-2	-1	0	0	-1	-1	-1	0	0	0
HIRES (incl. Pt to Ft)	3	2	1	2	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	2	1	2	1	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	4	2	2	1	1	0	1	1	0	0	0
RETIREMENTS	2	2	0	1	0	1	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	6	4	2	2	1	1	1	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

DATE: July 31, 2021

EEO 1 Executive Administrative

All Titles

Statewide/National

OCCUPATIONAL CATEGORY:

POSITION OR POSITION CLASSIFICATION:

LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	157	76	79	56	53	7	12	6	1	4	1	3	12	F
TOTAL APPLICANTS	157	76	79	56	53	7	12	6	1	4	1	3	12	G
TOTAL REJECTED APPLICANTS	48	23	23	13	10	5	4	4	1	1	1	0	7	H
TOTAL QUALIFIED APPLICANTS	109	53	56	43	43	2	8	2	0	3	0	3	5	I
TOTAL INTERVIEWED	20	12	8	9	4	1	3	2	0	0	0	0	1	O
Not offered Position	18	12	6	9	3	1	2	2	0	0	0	0	1	P
Offered Position	2	0	2	0	1	0	1	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	0	2	0	1	0	1	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

*AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS**

DATE: July 31, 2021

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative

POSITION OR POSITION CLASSIFICATION: All Titles

OCCASION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	80	62	18	35	13	6	1	0	0	14	2	7	2	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	80	62	18	35	13	6	1	0	0	14	2	7	2	0
TOTAL REJECTED APPLICANTS	50	39	11	21	7	5	1	0	0	8	1	5	2	0
TOTAL QUALIFIED APPLICANTS	30	23	7	14	6	1	0	0	0	6	1	2	0	0
TOTAL INTERVIEWED	29	22	7	13	6	1	0	0	0	6	1	2	0	0
Not offered Position	25	21	4	12	3	1	0	0	0	6	1	2	0	0
Offered Position	4	1	3	1	3	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	4	1	3	1	3	0	0	0	0	0	0	0	0	0

*Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

*AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTION**

DATE: July 31, 2021

EEO 2 - Faculty

Professor

Statewide/National

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:

LOCATION:

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AA/IANH/PI*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	9	5	4	4	4	0	0	0	0	1	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	9	5	4	4	4	0	0	0	0	1	0	0	0	G
TOTAL REJECTED APPLICANTS	5	3	2	3	2	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	4	2	2	1	2	0	0	0	0	1	0	0	0	I
TOTAL INTERVIEWED	4	2	2	1	2	0	0	0	0	1	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	4	2	2	1	2	0	0	0	0	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	4	2	2	1	2	0	0	0	0	1	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

DATE: July 31, 2021

EEO 2 - Faculty
Associate Professor
Statewide/National

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	450	336	105	88	32	4	21	5	2	145	47	77	20
TOTAL APPLICANTS	450	336	105	88	32	4	21	5	2	145	47	77	20
TOTAL REJECTED APPLICANTS	291	222	62	55	20	1	15	4	1	83	26	65	14
TOTAL QUALIFIED APPLICANTS	159	114	43	33	12	3	6	1	1	62	21	12	6
TOTAL INTERVIEWED	105	77	27	21	9	2	4	1	0	43	14	8	2
Not offered Position	95	69	25	19	9	1	4	1	0	37	13	8	2
Offered Position	10	8	2	2	0	1	0	0	0	6	1	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	8	2	2	0	1	0	0	0	6	1	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total
AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTION**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty **DATE:** July 31, 2021

POSITION OR POSITION CLASSIFICATION: Associate Professor
Statewide/National

LOCATION:

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	18	8	10	6	7	1	0	0	1	1	2	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	18	8	10	6	7	1	0	0	1	1	2	0	0
TOTAL REJECTED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	17	7	10	5	7	1	0	1	1	1	2	0	0
TOTAL INTERVIEWED	17	7	10	5	7	1	0	1	1	1	2	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	17	7	10	5	7	1	0	1	1	1	2	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	17	7	10	5	7	1	0	1	1	1	2	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total
*AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES - Non-examined

DATE: July 31, 2021

EEO 2 - Faculty
Assistant Professor (including Instructor)
Statewide/National

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	650	433	207	171	90	31	11	10	9	162	69	28	10
TOTAL APPLICANTS	650	433	207	171	90	31	11	10	9	162	69	28	10
TOTAL REJECTED APPLICANTS	371	252	111	104	47	21	4	6	4	90	40	16	8
TOTAL QUALIFIED APPLICANTS	279	181	96	67	43	10	7	4	5	72	29	12	2
TOTAL INTERVIEWED	183	116	65	39	31	8	2	3	3	51	23	6	2
Not offered Position	161	106	53	35	23	8	1	3	3	45	20	6	2
Offered Position	22	10	12	4	8	0	1	0	0	6	3	0	0
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	21	10	11	4	7	0	1	0	0	6	3	0	0

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRE**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: Coaching Staff
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	148	145	2	57	0	54	0	14	1	3	0	17	1
TOTAL APPLICANTS	148	145	2	57	0	54	0	14	1	3	0	17	1
TOTAL REJECTED APPLICANTS	122	119	2	46	0	41	0	14	1	3	0	15	1
TOTAL QUALIFIED APPLICANTS	26	26	0	11	0	13	0	0	0	0	0	2	0
TOTAL INTERVIEWED	19	19	0	8	0	9	0	0	0	0	0	2	0
Not offered Position	14	14	0	7	0	7	0	0	0	0	0	0	0
Offered Position	3	3	0	1	0	2	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	3	3	0	1	0	2	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

DATE: July 31, 2021

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total		White		Black		Hispanic		Other		Unknown	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants*	659	248	408	158	253	24	44	13	31	8	21	45	59
TOTAL APPLICANTS	659	248	408	158	253	24	44	13	31	8	21	45	59
TOTAL REJECTED APPLICANTS	497	203	292	128	171	17	31	13	24	6	16	39	50
TOTAL QUALIFIED APPLICANTS	162	45	116	30	82	7	13	0	7	2	5	6	9
TOTAL INTERVIEWED	127	38	88	26	60	7	11	0	5	2	5	3	7
Not offered Position	111	34	76	22	54	7	9	0	4	2	2	3	7
Offered Position	16	4	12	4	6	0	2	0	1	0	3	0	0
Refused Position	2	2	0	2	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	14	2	12	2	6	0	2	0	1	0	3	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS**

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total		Total Female	White		Black		Hispanic		Other		Unknown	
		Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Intra-agency	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	184	49	134	27	14	46	6	24	1	2	1	10	1	1
TOTAL APPLICANTS	185	50	134	27	15	46	6	24	1	2	1	10	1	1
TOTAL REJECTED APPLICANTS	152	44	107	23	13	38	6	19	1	2	1	9	1	1
TOTAL QUALIFIED APPLICANTS	33	6	27	4	2	8	0	5	0	0	0	1	0	0
TOTAL INTERVIEWED	3	1	2	0	1	1	0	0	0	0	0	0	0	0
Not offered Position	2	0	2	0	0	1	0	0	0	0	0	0	0	0
Offered Position	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	1	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - Hires

DATE: July 31, 2021

EEO 4 - Clerical

All Titles Except Sec 2

Hartford County

OCCUPATIONAL CATEGORY:
 POSITION OR POSITION CLASSIFICATION:
 LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	860	187	672	85	310	39	162	27	119	9	35	27	46
TOTAL APPLICANTS FOR POSITION	860	187	672	85	310	39	162	27	119	9	35	27	46
TOTAL REJECTED APPLICANTS FOR POSITION	239	71	167	37	68	13	43	9	42	3	10	9	4
TOTAL QUALIFIED APPLICANTS FOR POSITION	621	116	505	48	242	26	119	18	77	6	25	18	42
TOTAL INTERVIEWED	47	9	38	2	18	0	12	2	3	3	1	2	4
Not offered Position	42	8	34	1	15	0	11	2	3	3	1	2	4
Offered Position	5	1	4	1	3	0	1	0	0	0	0	0	0
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	4	0	4	0	3	0	1	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

Notes:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - Promotion**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 5 - Technical/Paraprofessional **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IAN/HN/PI*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	Male	Unknown
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	171	156	11	66	4	19	2	13	2	13	0	45	4
TOTAL APPLICANTS	171	156	11	66	4	19	2	13	2	13	0	45	4
TOTAL REJECTED APPLICANTS	159	144	11	58	4	17	2	13	2	13	0	43	4
TOTAL QUALIFIED APPLICANTS	12	12	0	8	0	2	0	0	0	0	0	2	0
TOTAL INTERVIEWED	4	4	0	2	0	0	0	0	0	0	0	2	0
Not offered Position	3	3	0	1	0	0	0	0	0	0	0	2	0
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts DATE: July 31, 2021
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIA/HNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total; Promotion through contractual rights.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

DATE: July 31, 2021

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		UNKNOWN		A
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
THERE WERE NO ACCESSIONS DURING THE REPORTING PERIOD														
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total; Promotion through contractual rights.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS -HIRES**

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IANHPI*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
THERE WERE NO ACCESSIONS DURING THE REPORTING PERIOD														
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand total. Hired per Reemployment Rights.

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

DATE: July 31, 2021

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IAN/HN/PI*		UNKNOWN					
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKONWN			
															MALE	FEMALE	MALE
Intra-agency	17	13	4	8	1	1	2	2	1	0	0	2	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	17	13	4	8	1	1	2	2	1	0	0	2	0	0	0	0	G
TOTAL REJECTED APPLICANTS	12	9	3	6	1	1	2	1	0	0	0	1	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	5	4	1	2	0	0	0	1	1	0	0	1	0	0	0	0	I
TOTAL INTERVIEWED	5	4	1	2	0	0	0	1	1	0	0	1	0	0	0	0	O
Not offered Position	4	4	0	2	0	0	0	1	0	0	0	1	0	0	0	0	P
Offered Position	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance **DATE:** July 31, 2021
POSITION OR POSITION CLASSIFICATION: Custodian
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	184	35	69	13	32	11	36	7	5	2	7	2	0	0
TOTAL APPLICANTS	184	35	149	13	32	11	36	7	5	2	7	2	0	0
TOTAL REJECTED APPLICANTS	5	3	1	0	1	2	0	0	0	0	1	1	0	0
TOTAL QUALIFIED APPLICANTS	179	32	68	13	31	9	35	7	5	1	7	2	0	0
TOTAL INTERVIEWED	3	1	0	0	1	0	1	1	0	0	0	0	0	0
Not offered Position	2	1	0	0	1	0	0	1	0	0	0	0	0	0
Offered Position	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	0	0	0	0	1	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total; hired per collective bargaining agreement

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES

DATE: July 31, 2021

OCCUPATIONAL CATEGORY: Protective Service

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOW		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOW
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	102	78	24	26	9	30	10	15	0	4	0	3	5	F
TOTAL APPLICANTS	102	78	24	26	9	30	10	15	0	4	0	3	5	G
TOTAL REJECTED APPLICANTS	81	64	17	18	5	26	8	14	0	4	0	2	4	H
TOTAL QUALIFIED APPLICANTS	21	14	7	8	4	4	2	1	0	0	0	1	1	I
TOTAL INTERVIEWED	15	10	5	6	2	3	2	1	0	0	0	0	1	O
Not offered Position	12	8	4	4	1	3	2	1	0	0	0	0	1	P
Offered Position	3	2	1	2	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	2	1	2	1	0	0	0	0	0	0	0	0	S

Notes:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS (HIRE-EXAMINED)**

DATE: July 31, 2021

OCCUPATIONAL CATEGORY: Protective Service

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes:

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative
POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	23	12	11	7	9	3	1	1	1	1	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals.
 Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed.

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY
 POSITION OR POSITION CLASSIFICATION: Professor
 Form #42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
SERVICE RATINGS													
Excellent	0	0	0	0	0	0	0	0	0	0	0	0	0
Good	190	125	65	93	50	5	6	9	2	18	7		
Fair	0	0	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0	1	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating. Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY
POSITION OR POSITION CLASSIFICATION: Associate Professor
 Form #42, A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	144	73	71	47	52	4	4	2	6	19	9
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	1	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating. Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired.

OCCUPATIONAL CATEGORY: EEO-2 -FACULTY
POSITION OR POSITION CLASSIFICATION: Assistant Professor
 Form #42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	74	34	40	18	29	2	3	2	2	12	6
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating. Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

OCCUPATIONAL CATEGORY: EEO-2 - Coaching
 POSITION OR POSITION CLASSIFICATION: Coaching
 Form #42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	26	19	7	15	6	4	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed related to performance; if renewed an overall good evaluation is received; if not renewed a notation of unsatisfactory is made. Coaching total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus two employees who

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles in the Category

Form #42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	106	43	63	37	48	1	5	5	4	0	5
Good	37	13	24	7	17	3	4	2	3	1	0
Satisfactory	3	2	1	2	1	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	1	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes evaluations for M/C < SG39, Admin. I through VI and a few A&R evals. "Superior" category added for A&R. Members of the SUOAF bargaining unit who have received continuing appointment only receive an evaluation once every two years

OCCUPATIONAL CATEGORY: EEO-4 - Secretarial Clerical
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form:#42 A3

2021

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	13	1	12	1	10	0	1	0	1	0	0
Very Good	28	6	22	2	17	2	1	1	3	1	1
Good	3	0	3	0	0	0	2	0	1	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Some numbers are different than current workforce because of newly hired staff who would not have received a PA in 2020/2021 while at CCSU. Other

