

GOALS ANALYSIS

46a-68-90

August 1, 2020 through July 31, 2021

All activity that was undertaken to achieve the hiring, promotional, upward mobility, and program goals, contained in the previous plan is reported in this section of the Affirmative Action Plan (AAP). Each goal is addressed separately, and the discussion of any action taken in furtherance thereof is detailed and complete.

The University utilizes a search process to fill all positions in the executive/administrative, faculty, and professional/non-faculty occupational categories. The search process comprises a significant part of the University's affirmative action efforts. The University employs the search process as a tool to help ensure the filling of positions is done in a non-discriminatory fashion and as a means of developing a representative pool of applicants and, ultimately, a workforce that is representative of the availability in the relevant labor markets for the disciplines. The search process is governed by affirmative action principles and its overall purpose is to hire the most qualified person for the position. Upon receipt of the applicant's application materials, the University sends a letter acknowledging the receipt of their application. The data provided by the applicant through the Affirmative Action Online Applicant Cover Page is included in this section of the plan as a means of reporting the race and gender composition of each applicant pool.

Prior to the start of the search process, the hiring manager reviews the current job description for the position to ensure that it accurately reflects the duties and responsibilities, as well as the knowledge, skills and abilities (KSAs) for the position, and that the requirements are job-relevant. To initiate the search process, a search committee chairperson is appointed, and an affirmative action search plan developed, including a list of proposed committee members and advertisement outlets. In accordance with Affirmative Action Policy, at least one (1) member must be representative of a minority group. Additionally, search committees are generally gender diverse. Before the review of any applicant's materials, the OEI staff charges the entire search committee.

During the charge to the search committee during the last reporting period, the OEI staff apprised the committee of the established goals and reminded the committee of their affirmative action responsibilities in the search process. Throughout the process, each committee must document its honest and good faith efforts to remove any requirement that is a barrier and would have a disproportionate impact on members of underutilized groups; recruit a diverse pool of qualified applicants; carefully and thoroughly consider the credentials of each applicant; and consistently and fairly apply the same search criteria to each applicant. The Office for Equity and Inclusion (OEI) approved the composition of the search committee, the job announcement, and advertisement outlets prior to the start of the search during the reporting period. OEI must also approve the list of interviewees before interviews are scheduled, as well as the list of the candidates recommended for hire prior to an extension of an offer. Further, the committee is aware of its responsibility to conduct all interviews in a fair and equitable manner. **See Supportive Materials. (See Hiring Process website at <http://www.ccsu.edu/HR/hiringprocess.html>.)** At the conclusion of the search, the committee will submit a list of recommended unranked candidates to the hiring manager.

In last year's submission, the University discussed its current concern with the inordinate number of Unknown applicants that are being reported with the utilization of the recruitment software system, PC Recruiter. CCSU is cognizant of this problem and work continues with our move to a more efficient system, called NEOGOV. The University will update the commission as to its move to NEOGOV with the next submission.

The OEI is also responsible for overseeing the selection process to fill positions in the classified occupational categories. The Human Resources Office (HRO) pre-screens the applicant packages submitted in response to a job posting. After a thorough review of the application materials to determine if the applicant has submitted all the necessary documents and meets the required experience and training or, where applicable are on a current state list, the HRO prepares a form (**See Supportive Materials**) listing all eligible candidates, which is forwarded to the hiring manager as well as the OEI. This form includes the hiring goals for the occupational category. The hiring manager reviews the materials sent by Human Resources, selects the candidates to be interviewed, and returns the completed form to the OEI for review and approval. Upon receiving approval, the hiring manager can begin the interview process. The hiring manager is responsible for conducting the interview process in a fair and equitable manner. At the conclusion of the interview process, the hiring manager will make a recommendation for hire and complete the second form (**See Supportive Materials**), which s/he forwards to the OEI for review and approval before it is submitted to the HRO.

The University has made and will continue to make every good-faith effort to meet the established hiring, promotional, upward mobility, and program goals that were outlined in the relevant sections of the plan.

HIRING

CCSU posts all vacancies at <http://www.ccsu.edu/HumanResources/jobs.html>, in their respective occupational categories. In addition, the University lists all unclassified vacancies in each occupational category at www.higheredjobs.com. All classified vacancies in each occupational category are listed on the Department of Administrative Services website, and many are shared with the CT Association of Diversity and Equity Professionals (CADEP) *listserv*. All CCSU vacancies are also posted on the Connecticut State Colleges and Universities (CSCU) System Office’s website also. Additionally, during this reporting period, CCSU maintained and utilized an extensive local recruitment list for many of classified searches not requiring examination (see **external communication** for a copy of this list).

EXECUTIVE/ADMINISTRATIVE (EE01)

GOALS:

Hires		Promotions	
1	White Male		
2	White Females	1	White Female
1	Black Female		
1	AAIANHNPI Female		

Vice President of Equity and Inclusion

Selection: One (1) Black Female

The Vice President of Equity & Inclusion (VPEI) is the catalyst for ensuring that Central Connecticut State University (CCSU) continues to realize its aspiration to become a national model of a university committed to social justice and a community which it is practiced by all. The VPEI, along with the senior leadership team, will be charged with implementing the CCSU *Strategic Plan 2030: Changing Lives, Building Community, Central to Connecticut* with particular attention to Goal3: “Fostering an inclusive and safe campus community that values and encourages individuals to participate in the free and

respectful exchange of ideas.” The VPEI will assist Central in creating an inclusive, respectful, just and safe campus culture.

Supervision

The Vice President for Equity and Inclusion reports to the President and is a member of the Executive Committee. The Vice President will supervise the Office of Equity and Inclusion (OEI), which includes the Senior Equity and Inclusion Officer, The Associate Equity and Inclusion Officer, the Victim Advocacy and Violence Prevention Specialist, the Director of the Women’s Center, the Coordinator of the LGBTQ Center, and an administrative assistant.

Specific Responsibilities

- Articulate a compelling vision and develop a realistic plan for advancing equity and inclusion at Central, drawing on the Strategic Plan 2030, recent equity and inclusion reports, and the activities and resources currently at Central. The VPEI will be expected to work collaboratively with other individuals, committees, and offices at Central to develop a comprehensive plan that delineates the role of the Office of Equity and Inclusion.
- Lead the change of campus culture Central needs and desires, by working with the President, the President’s Commission on Equity and Inclusion, and other key constituents develops effective action plans and see that they are faithfully implemented. Background on the need for a change in campus climate is well-documented in the Report of the Task Force for Sexual Misconduct, Bullying, and Campus Climate; a more up-to-date assessment of the situation will be provided by the recently administered campus climate survey whose results are just becoming available.
- Develop clear and efficient processes for monitoring, investigating and reporting compliance and supervising their ongoing implementation. Install new technologies that will allow these processes to be efficient, fair, timely and transparent and ensure that the technologies continue to function well.
- Ensure that the Office of equity and Inclusion (OEI) staff have sufficient training to perform responsibilities, with particular focus on compliance with the recent Title IX regulations.
- Complete the reorganization of the Office of Equity and Inclusion in a way that enables the OEI to best support equity and inclusion and interface with the committees and offices that have a role in the work of equity and inclusion.
- Partner with faculty and administrative staff in academic affairs to develop curricula, advising models, and instructional practices that support an inclusive and effective learning environment for all who teach and learn at Central.
- Provide guidance for faculty and staff on recruitment, retention, and hiring policies, practices, and procedures while working within Central’s collective bargaining agreements and its system of shared governance. The new vice president will be expected to serve in an advisory role in helping search committees be more successful in recruiting, hiring, and retaining diverse faculty and staff.
- Assist in the recruitment of more diverse students who persist through graduation and are successful in their work at Central by acting in an advisory capacity to those responsible for the admissions and retention efforts at Central. The Vice President for Equity and Inclusion will be expected to support, advise, and provide leadership to reinstitute successful recruitment and retention programs for diverse students and support Central’s College Readiness Programs.

- Serve as an ambassador and advocate for diversity, equity, and inclusion. In addition to having a strong, visible presence on campus, the Vice President for Equity and Inclusion must be willing to serve as the public face of the campus on matters of diversity, equity, and inclusion. And skillfully address these matters in the context of Central's stated policies and practices. Additionally, the Vice President will have a high level of involvement and visibility both on and off campus.

Education

A terminal degree in an appropriate academic discipline preferred

Work Experience

- A record of successful and progressive more responsible leadership and administrative experience in higher education in diversity-related work.
- Experience with compliance and the ability to create an efficient, fair, and transparent compliance process.

Knowledge, Skills and Abilities

- A Passion for social justice
- An understanding of the research, current literature, and best practices relevant to diversity, equity, and inclusion work and an understanding of Title IX regulations
- Experience facilitating cultural change
- The ability to work collaboratively with a wide range of students, faculty, and staff
- Excellent communication skills, being especially adept at difficult conversations, conflict resolution and listening
- The ability to be fair, objective, and transparent and thereby to inspire trust and create a safe space for honest conversation
- Demonstrated ability to work with and build consensus between diverse groups and perspectives
- A commitment to shared governance and experience working in a collective-bargaining environment
- A history of effective community work outside of a university setting
- The highest integrity

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website, AGB Search Firm*

Twenty-five (25) individuals applied for this position: Two (2) White Females; Seven (7) Black Males; **Eight (8) Black Females;** Five (5) Hispanic Males; Three (3) AAIANHNPI Males.

Ten (10) applicants were determined to be not qualified: Five (5) Black Males; **Two (2) Black Females;** Three (3) Hispanic Males.

Seven (7) applicants were found to be minimally qualified: One (1) Black Male; **Three (3) Black Females;** Three (3) AAIANHNPI Males.

Eight (8) applicants were determined to be finalists: Two (2) White Females; One (1) Black Male; Three (3) Black Females; Two (2) Hispanic Males.

One (1) Black Female goal candidate was hired for this position. This hire satisfies hiring goals for Black Females in this category.

Director of Marketing

Selection: One (1) White Female

Central Connecticut State University invites applications for a Director of Marketing. Reporting to the Vice President for Institutional Advancement, the Director of Marketing has primary responsibility for the development and implementation of the University's strategic marketing plan, with emphasis on developing marketing messages to target markets and enabling the University to achieve its strategic goals in areas such as enrollment, support and retention of students; recruitment and retention of excellence and diversity in faculty; attraction and support of a talented, passionate staff; development and fund raising; and raising awareness of the contributions CCSU makes to the community and to the economic development of the State of Connecticut.

Supervision Exercised

May supervise professional and/or support staff.

Position Responsibilities

In conjunction with the Vice President for Institutional Advancement, leads in developing, managing, and executing the University's strategic marketing plan, campaigns, and related initiatives. Such a plan includes message development and dissemination for student enrollment and retention, hiring and retaining faculty and staff, development and fundraising, raising awareness of the contributions CCSU (faculty, staff and students) makes to the community and to the economic development of Connecticut.

Designs and implements marketing strategies and plans (based on institutional goals, market characteristics, data, research, and budgeted resources), which highlight the University's areas of differentiation as well as strengths and reinforce the University's position among various stakeholder groups.

Works with the Associate Vice President of Enrollment Management on all marketing and advertising initiatives to increase student enrollment and retention. Works closely with the Enrollment Management Council on matters related to enrollment.

Oversees overall brand usage and implementation across campus to ensure brand cohesion and impact, with particular focus on refreshing the CCSU brand and bringing the Strategic Plan 2030 to life, as well as future amended or revised strategic plans.

Promotes the stories and research that showcase students, faculty, staff, alumni and Central's relationship with the external community.

Leads the website redesign team in collaboration with stakeholders across the University.

Oversees content, design and layout for print, digital, web, social and emerging media channels.

Oversees the graphic design team; coordinates production of advertising and marketing materials.

Utilizes data and data gathering strategies to draft and implement marketing campaigns and then measures their effectiveness through additional data collection and analysis.

Serves as liaison for printing, publication and design services, including obtaining competitive prices and working with the Purchasing Office to develop Requests for Proposals and quotations.

Working with the Vice President for Institutional Advancement, oversees the annual marketing and advertising budget including approval of expenditures as assigned.

Edits University marketing pieces to ensure consistency in institutional messages and positioning strategies. Ensures the consistency between website, print, and other advertising and promotional materials.

Helps manage an institutional effort to foster collaboration, use resources effectively, plan, coordinate, and maintain consistency in all marketing efforts.

Keeps abreast of the latest marketing and publication trends in higher education and makes recommendations to the Vice President of Institutional Advancement to ensure best use of these methods for the University.

Collaborates and cooperates closely with the Associate Vice President for Communications and Logistics on brand usage and implementation, writing and editing support and marketing communications.

Manages volunteers, student workers and coordination with freelance designers, vendors and consultants.

Promotes a positive image for the University.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's degree required
- Minimum of seven years of experience in marketing and/or communications preferably with an emphasis in higher education, and at least two years of developing and implementing digital media strategies that include the use of search engine optimization and pay-per-click.
- Proven experience in the formulation and implementation of marketing and/or communications strategies, including hands on experience in designing and implementing marketing strategies/campaigns for increasing and retaining students.

- Demonstrated success in developing, deploying, and managing online and digital assets that increase market awareness, penetration, lead generation and conversion.
- Extensive knowledge of marketing trends and branding initiatives, including the latest developments in social media.
- Excellent writing, editing and communication skills.
- Must possess an understanding of the complexities of communicating to a diverse, multicultural community, along with demonstrated ability to work with a wide range of constituents in a diverse community.
- Demonstrated ability to manage a wide variety of projects simultaneously and continue to meet deadlines, while maintaining an appropriate level of attention to detail.
- Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications

- Master’s degree preferred

Advertisements: Diversejobs.net, Higheredjobs.com, Indeed, CCSU Website

One hundred and thirty-two (132) individuals applied for this position: Fifty-six (56) White Males; Fifty-one (51) White Females; Four (4) Black Females; One (1) Hispanic Male; One (1) Hispanic Female; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; Three (3) Unknown Males; Twelve (12) Unknown Females; Two (2) Unknown Unknowns.

Thirty-eight (38) applicants were determined to be not qualified: Thirteen (13) White Males; Ten (10) White Females; Two (2) Black Females; One (1) Hispanic Male; One (1) Hispanic Female; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; Seven (7) Unknown Females; Two (2) Unknown Unknowns.

Eighty-two (82) applicants were determined to be minimally qualified: Thirty-four (34) White Males; Thirty-nine (39) White Females; Two (2) Black Females; Three (3) Unknown Males; Four (4) Unknown Females.

Twelve (12) applicants were determined to be a finalist: Nine (9) White Males; Two (2) White Females; One (1) Unknown Female.

One (1) White Female goal candidate was hired for this position. All goals for Black Females were previously achieved.

FACULTY

PROFESSOR (EE02)

GOALS:

Hires		Promotions	
		19	White Females
		5	Hispanic Females
		7	AAIANHNPI Males
		2	AAIANHNPI Females

No hires occurred in this category during the reporting period.

ASSOCIATE PROFESSOR (EE02)

GOALS:

Hires		Promotions	
		1	Black Female
		1	Hispanic Male
		3	AAIANHNPI Females

Associate Professor Accounting

Selection: One (1) AAIANHNPI Female

Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Accounting Department. Successful candidates will teach undergraduate and/or graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship and to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Doctorate in Accounting or a related field from an accredited university, or a Masters' degree in a related field plus enrollment in a terminal degree program in accounting or a closely related field with a planned completion date no later than August 2022.
- Commitment to serving a culturally, ethnically and linguistically diverse student body and community.

Preferred Qualifications

- Professional experience in accounting (Manager level experience strongly preferred)
- A proven record of excellence in teaching Accounting courses
- Professional accounting certification (CPA preferred)

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Twenty-five (25) individuals applied for this position: Four (4) White Males; Two (2) White Females; One (1) Black Male; Nine (9) AAIANHNPI Males; Five (5) AAIANHNPI Females; Three (3) Unknown Males; and One (1) Unknown Female.

Seven (7) applicants were determined to be not qualified: One (1) White Male; One (1) White Female; Two (2) AAIANHNPI Males; Two (2) Unknown Males; and One (1) Unknown Female.

Eleven (11) applicants were determined to be minimally qualified: One (1) Black Male; Six (6) AAIANHNPI Males and Four (4) AAIANHNPI Females.

Seven (7) applicants were determined to be finalists: Three (3) White Males; One (1) White Female; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and One (1) Unknown Male.

One AAIANHNPI Female was hired as an Associate Professor. There were no goal candidates as there were only promotional goals. This hire satisfies the remaining Promotional Goal for AAIANHNPI Females in this category.

Associate Professor Engineering

Selection: One (1) White Male

Central Connecticut State University's Engineering Department invites applications for a tenure-track Assistant Professor. The new faculty will join a rapidly growing and vibrant engineering department. Applicants with significant academic experience and accomplishments could be considered for the rank of Associate Professor. Successful candidates will be expected to be collaborative, committed to excellence in teaching, able to teach and develop a variety of mechanical engineering and engineering technology courses, contribute significantly to undergraduate and graduate research, actively engage in scholarly activity with a continuous research agenda. Department faculty are also expected to participate in program assessment, ABET accreditation activities, service to the department and University, and to be professionally active.

Required Qualifications:

- B.S. in mechanical, aerospace, electro-mechanical, or electrical engineering and Ph.D. in mechanical engineering or closely related field by the date of appointment, with at least one degree in mechanical engineering;
- Exceptional background in modeling and control of dynamic systems;
- At least two years of relevant full-time industrial experience in the related areas, or equivalent hands-on experience in industrial, and government research labs;
- Excellent communication and presentation skills.

Preferred Qualifications:

- Additional background in (1) the theory, methodology, and practice of measurements and (2) the design, development and analysis of instrumentation and measurement systems used in generating, acquiring, conditioning and processing signals;
- Teaching experience in ABET accredited mechanical and/or manufacturing undergraduate programs, as well as, at the graduate level;
- Ability to teach a wide range of mechanical engineering and engineering technology courses at both undergraduate and graduate levels;
- Demonstrated record of outstanding teaching, scholarly activities, advising, service, and experience in developing and/or maintaining instructional and research laboratories;

- Experience working with industry with a record of successful external funding for collaborative applied research involving undergraduate and graduate students; and,
- A professional engineering (P.E.) license.

Advertisements: *Chronicle of Higher Ed, Mechanical Engineering Magazine, engineering.adcemickey.com*

Sixty-eight (68) individuals applied for this position: Eight (8) White Males; Two (2) White Females; Ten (10) AAIANHNPI Males; Thirty-eight (38) Unknown Males; Nine (9) Unknown Females; and One (1) Unknown Unknown.

Sixty-four (64) applicants were determined to be not qualified: Six (6) White Males; Two (2) White Females; Ten (10) AAIANHNPI Males; Thirty-six (36) Unknown Males; Nine (9) Unknown Females; and One (1) Unknown Unknown.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalists: Two (2) White Males; and Two (2) Unknown Males.

One White Male was hired for this position. There were no goal candidates as there were only promotional goals.

Associate Professor Marketing

Selection: One (1) AAIANHNPI Male

Central Connecticut University invites applications for a full-time, tenure-track position in Marketing at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate Marketing courses and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be student-oriented and committed to multiculturalism and working with a diverse student body. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research and meeting AACSB qualifications.

Required Qualifications

- Doctorate in marketing or related field from an AACSB accredited institution. (ABDs from an accredited institution will be considered; completion of the Ph.D. is required by August 30, 2020.)
- Evidence of effective teaching cross Marketing areas
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- Expertise and interest in several areas of marketing such as Marketing Analytics, Digital Marketing, Social Media Marketing, Consumer Behavior, Marketing Research, Marketing Strategy, and other areas of marketing typically covered in elective courses.
- Industry experience in marketing relevant to areas of teaching
- Evidence of scholarly activity in Marketing

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northeast region. We prepare the next generation of leaders by empowering our students for successful professional futures; developing close relationships with regional businesses; responding to employers' workforce needs; and promoting faculty excellence in teaching, research, and community engagement.

The CCSU School of Business is an accredited member of AACSB International – The Association to Advance Collegiate Schools of Business.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Thirty-nine (39) individuals applied for this position: Two (2) White Males; Four (4) White Females; One (1) Black Male; Two (2) Hispanic Males; One (1) Hispanic Female; Eight (8) AAIANHNPI Males; Five (5) AAIANHNPI Females; Seven (7) Unknown Males; Eight (8) Unknown Females and One (1) Unknown Unknown.

Thirteen (13) applicants were determined to be not qualified: One (1) White Male; Two (2) Hispanic Males; One (1) Hispanic Female; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; three (3) Unknown Males; Two (2) Unknown Females and One (1) Unknown Unknown.

Fifteen (15) applicants were determined to be minimally qualified: One (1) White Male; One (1) White Female; One (1) Black Male; Three (3) AAIANHNPI Males; Two (2) AAIANHNPI Females; Three (3) Unknown Males; Four (4) Unknown Females.

Eleven (11) applicants were determined to be finalists: Three (3) White Females; Four (4) AAIANHNPI Males; One (1) AAIANHNPI Female; One (1) Unknown Male; Two (2) Unknown Females.

One (1) AAIANHNPI Male was hired for this position. There were no goal candidates as there were promotional goals only.

Associate Professor Accounting

Selection: Two (2) AAIANHNPI Males

Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Accounting Department. Successful candidates will teach undergraduate and/or graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship and to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Doctorate in Accounting or a related field from an accredited university, or a Master's degree in a related field plus enrollment in a terminal degree program in accounting or a closely related field with a planned completion date no later than August 2022.
- Commitment to serving a culturally, ethnically and linguistically diverse student body and community.

Preferred Qualifications

- Professional experience in accounting (Manager level experience strongly preferred)

- A proven record of excellence in teaching Accounting courses
- Professional accounting certification (CPA preferred)

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Seventy-Four (74) individuals applied for this position: Nineteen (19) White Males; Six (6) White Females; Two (2) Black Males; One (1) Black Female; Twenty-five (25) AAIANHNPI Males; Eight (8) AAIANHNPI Females; Ten (10) Unknown Males; One (1) Unknown Female and Two (2) Unknown Unknowns.

Fifty (50) applicants were determined to be not qualified: Eleven (11) White Males; Four (4) White Females; Two (2) Black Males; Sixteen (16) AAIANHNPI Males; Six (6) AAIANHNPI Females; Nine (9) Unknown Males; One (1) Unknown Female; One (1) Unknown Unknown.

Eight (8) applicants were determined to be minimally qualified: Four (4) White Males; Three (3) AAIANHNPI Males and One (1) Unknown Unknown.

Sixteen (16) applicants were determined to be finalists: Four (4) White Males; Two (2) White Females; One (1) Black Female; Six (6) AAIANHNPI Males; Two (2) AAIANHNPI Females and One (1) Unknown Male.

Two (2) AAIANHNPI Males were hired for this position. There were no goal candidates for this position as all goals were promotional.

Associate Professor Finance

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for a full-time, tenure-track position in Finance at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate finance courses and contribute actively and effectively to student growth, service, and scholarship, community networking and serve on university committees. We seek a colleague who is committed to multiculturalism, collaboration, diversity, inclusiveness, student success, community engagement and working with colleagues within the department and across the university. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research. Faculty also participate in assessment and curriculum development.

Required Qualifications

- Ph.D. in finance or financial economics (ABDs from accredited institution will be considered; completion of the Ph.D. is required by August 30, 2021.)
- A proven record of excellence in teaching finance courses.
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications

- Ph.D. in finance or financial economics from an AACSB accredited institution.
- Evidence of scholarly activity in finance

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, jobs.phdproject.org, Financial Management Association Replacement Center*

Ninety-one (91) individuals applied for this position: Eight (8) White Males; Three (3) White Females; Six (6) Black Males; One (1) Hispanic Male; One (1) Hispanic Female; Forty-six (46) AAIANHNPI Males; Eighteen (18) AAIANHNPI Females; Five (5) Unknown Males; and Three (3) Unknown Unknowns.

Fifty-four (54) applicants were determined to be not qualified: Seven (7) White Males; One (1) White Female; Four (4) Black Males; Twenty-four (24) AAIANHNPI Males; Twelve (12) AAIANHNPI Females; Four (4) Unknown Males; Two (2) Unknown Unknowns.

Nine (9) applicants were determined to be minimally qualified: One (1) White Male; One (1) White Female; One (1) Hispanic Female; Five (5) AAIANHNPI Males and One (1) AAIANHNPI Female.

Twenty-eight (28) applicants were determined to be finalists: One (1) White Females; Two (2) Black Males; One (1) Hispanic Male; Seventeen (17) AAIANHNPI Males; Five (5) AAIANHNPI Females; One (1) Unknown Male and One (1) Unknown Unknown.

One (1) AAIANHNPI Male was hired for this position. This search is a continuation of a 2020 search for Assistant/Associate Professor in Finance that split the end of the reporting period. The other selected candidate, an AAIANHNPI Male, was reported in the previous submission. There were no goal candidates as all goals were for promotions only.

Associate Professor Management & Organization

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications on full-time, tenure-track position at the Assistant or Associate level in Management and Organization department. The department offers tree

areas of focus-General Management, Human Resources Management, and Entrepreneurship-and is responsible for the School of Business undergraduate senior capstone strategy course and graduate (MBA) core management and capstone courses. The successful candidate will teach undergraduate and possible graduate courses in Management and contribute actively and effectively to student growth service, and scholarship. The primary responsibility of the position is teaching. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Earned doctorate in Organizational Management, or a closely related business discipline (ABD with expected degree completion by May 31, 2020, may be considered)
- Evidence of rigorous academic training and strong scholarship
- Experience teaching at a university level

Preferred Qualifications

- Ph.D. from AACSB accredited Business School
- University teaching experience in Operations Management
- University teaching experience across multiple management functions
- Evidence of strong teaching orientation
- Established or emerging research accomplishment in operations management

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Twenty-seven (27) individuals applied for this position: Ten (10) White Males; Five (5) White Females; Four (4) Black Males; One (1) Black Female; Four (4) AAIANHNPI Males; Two (2) AAIANHNPI Females; and One (1) Unknown Male.

Thirteen (13) applicants were determined to be not qualified: Five (5) White Males; Two (2) White Females; Four (4) Black Males; One (1) AAIANHNPI Male; and One (1) Unknown Male.

Six (6) applicants were determined to be minimally qualified: Three (3) White Males; One (1) White Female; One (1) Black Female; and One (1) AAIANHNPI Male.

Eight (8) applicants were determined to be finalists: Two (2) White Males; Two (2) White Females; Two (2) AAIANHNPI Males; and Two (2) AAIANHNPI Females.

One (1) AAIANHNPI Male was hired for this position. There were no goal candidates as there were promotional goals only.

Associate Professor Mechanical Engineering

Selection: One (1) White Male

The Department of Engineering at Central Connecticut State University (CCSU) invites applications for a tenure track faculty position in mechanical engineering at the Assistant Professor/Associate Professor level. Appointment at the rank of Associate Professor will be considered for exceptionally qualified candidates with a proven track record of: teaching and developing graduate and undergraduate courses, academic scholarship, conducting high-impact and funded research. Candidates with interests and expertise in the theory, methodology, and practice of measurements and instrumentation are encouraged to apply. The new faculty will join a rapidly growing and vibrant Engineering Department that houses four ABET accredited undergraduate programs: Mechanical Engineering, Civil Engineering, Mechanical Engineering Technology, and Manufacturing Engineering Technology, in addition to two upcoming Master of Science programs in Mechanical and Civil Engineering with a projected starting date of fall 2020.

Successful candidates will be expected to be collaborative, committed to excellence in teaching, able to teach and develop a variety of undergraduate and graduate mechanical engineering and engineering technology courses, contribute significantly to undergraduate and graduate research, actively engage in scholarly activity with a continuous research agenda. Department faculty are also expected to participate in program assessment, ABET accreditation activities, service to the department and University, and to be professionally active.

Required Qualifications

- B.S. in mechanical, aerospace, electro-mechanical, mechatronics, or electrical engineering and Ph.D. in mechanical engineering or closely related field by the date of appointment with at least one degree in mechanical, electro-mechanical or mechatronics.
- Strong background in (1) the theory, methodology, and practice of measurements (2) design, development and analysis of instrumentation and measurement systems used in generating, acquiring, conditioning, and processing signals; (3) sensorics in general and especially in application of various sensors to a wide variety of measurements.
- Excellent communication and presentation skills.

Preferred Qualifications

- Priority will be given to candidates with at least two years of relevant full-time industrial experience in the related areas, or equivalent hands-on experience in industrial and government research laboratories.
- Teaching experience in ABET accredited mechanical and/or manufacturing undergraduate programs, as well as at the graduate level.
- Ability to teach a wide range of mechanical engineering and engineering technology courses including but not limited to mechanics, thermo-fluid sciences, numerical analysis and simulations.
- Demonstrated record of teaching activities and advising service.
- Demonstrated record of scholarly activities, and experience in developing and/or maintaining instructional and research laboratories, highly instrumented production facilities or complex products.

- Demonstrated a Record of successful external funding for collaborative applied research involving undergraduate and graduate students.
- Experience in using National Instruments software and hardware, and
- A professional engineering (P.E.) license.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Fifty-two (52) individuals applied for this position: Twenty (20) White Males; Four (4) White Females; One (1) Black Male; One (1) Hispanic Male; Eighteen (18) AAIANHNPI Males; Three (3) AAIANHNPI Females; Four (4) Unknown Males; One (1) Unknown Unknown.

Forty-four (44) applicants were determined to be not qualified: Fourteen (14) White Males; Four (4) White Females; One (1) Black Male; One (1) Hispanic Male; Seventeen (17) AAIANHNPI Males; Three (3) AAIANHNPI Females; Three (3) Unknown Males; One (1) Unknown Unknown.

Five (5) applicants were determined to be minimally qualified: Three (3) White Males; One (1) AAIANHNPI Male and one (1) Unknown Male.

Three (3) applicants were determined to be finalists: Three (3) White Males.

One White Male was hired for this position. There were no goal candidates as only promotional goals were set for this category.

Associate Professor Management Information Systems

Selection: One (1) AAIANHNPI Male

The Management Information Systems (MIS) Department seeks a dynamic, student-oriented individual for a full-time, tenure-track appointment to teach undergraduate and graduate courses in MIS. The successful candidate will demonstrate a strong commitment to teaching excellence, a record of (or potential for) high-quality scholarship, and a commitment to academic service. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Management Information Systems or related field (degree in discipline of MIS preferred); A.B.D. will be considered if Ph.D. is obtained within one-year of appointment)
- Evidence of and/or commitment to teaching excellence
- Evidence of and/or commitment to high-quality scholarship
- Evidence of and/or commitment to academic service
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Ph.D. from an AACSB accredited school
- Record of successful university teaching

- Discipline-related professional experience

School of Business: The CCSU School of Business provides high-quality, affordable, and accessible educational programs for undergraduate and graduate students from Central Connecticut and the greater northeast region. We prepare the next generation of leaders by empowering our students for successful professional futures; developing close relationships with regional businesses; responding to employers' workforce needs; and promoting faculty excellence in teaching, research, and community engagement.

The CCSU School of Business is an accredited member of AACSB International – The Association to Advance Collegiate Schools of Business.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Human Resources Website, CSCU Website*

Fifty-four (54) individuals applied for this position: Eleven (11) White Males; Five (5) White Females; Three (3) Black Males; One (1) Black Female; One (1) Hispanic Male; Eighteen (18) AAIANHNPI Males; Five (5) AAIANHNPI Females; Nine (9) Unknown Males; and One (1) Unknown Female.

Thirty-nine (39) applicants were determined to be not qualified: Eight (8) White Males; Five (5) White Females; Three (3) Black Males; One (1) Black Female; One (1) Hispanic Male; Ten (10) AAIANHNPI Males; Three (3) AAIANHNPI Females; Seven (7) Unknown Males; and One (1) Unknown Female.

No applicants were determined to be minimally qualified.

Fifteen (15) applicants were determined to be finalists: Three (3) White Males; Eight (8) AAIANHNPI Males; Two (2) AAIANHNPI Females and Two (2) Unknown Males.

One (1) AAIANHNPI Male was hired for this position. There were no goal candidates as there were promotional goals only.

Associate Professor Accounting

Selection: One (1) Black Female

Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Accounting Department. Successful candidates will teach undergraduate and/or graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship and to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Doctorate in Accounting or a related field from an accredited university, or a Master's degree in a related field plus enrollment in a terminal degree program in accounting or a closely related field with a planned completion date no later than August 2022.
- Commitment to serving a culturally, ethnically and linguistically diverse student body and community.

Preferred Qualifications

- Professional experience in accounting (Manager level experience strongly preferred)
- A proven record of excellence in teaching Accounting courses
- Professional accounting certification (CPA preferred)

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The CCSU School of Business is an accredited member of AACSB International – The Association to Advance Collegiate Schools of Business.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Twenty (20) individuals applied for this position: Six (6) White Males; One (1) White Female; Three (3) Black Males; One (1) Black Female; Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female; One (1) Unknown Unknown.

Seven (7) applicants were determined to be not qualified: Two (2) White Males; One (1) White Female; One (1) Black Male; Two (2) AAIANHNPI Males; and One (1) Unknown Unknown.

No applicants were determined to be minimally qualified.

Thirteen (13) applicants were determined to be finalists: Four (4) White Males; Two (2) Black Males; One (1) Black Female; Five (5) AAIANHNPI Males; and One (1) AAIANHNPI Female.

One Black Female was hired as an Associate Professor. There were no goal candidates as there were only promotional goals; however, the hiring of this candidate satisfies a promotional goal for Black Females in this category.

ASSISTANT PROFESSOR (INCLUDING INSTRUCTOR) (EE02)

GOALS:

Hires		Promotions	
2	White Males		
3	Black Females		
1	Hispanic Male		

Assistant Professor Criminology

Selection: One (1) White Male

Central Connecticut State University invites applications for one full-time, Assistant Professor in the Criminology and Criminal Justice Department, with expertise in policing and/or criminal justice administration. The Criminology Department’s mission is to lead the state of Connecticut in the creation and dissemination of theoretical, scientific, and practical knowledge of Criminal Justice and is a growing

multi-disciplinary department offering a B.A. in Criminology and an M.S in Criminal Justice. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- A Doctorate in Criminology, Criminal Justice or related field at the time of appointment from an accredited doctoral program. ABD considered with appointment at rank of Instructor unless doctorate is completed by August 2020.
- Areas of specialization in policing and/or criminal justice administration.
- Excellent written and oral communication skills.
- Demonstrated commitment to serving culturally, ethically and linguistically diverse communities.

Preferred Qualifications

- Ph.D. in Criminology or Criminal Justice is preferred. Ph.D.'s and applied doctoral degrees in other social-science disciplines may be considered.
- University teaching experience.
- Research or working experience with a criminal justice agency in the United States.
- A record of scholarly activity (e.g., publications and presentations at professional conferences). Acceptable publications and presentations are those that have been externally reviewed for appropriateness (e.g., peer-reviewed journal articles and conference presentations, edited book chapters or books). Self-published material will not qualify.
- Evidence of university and professional service, especially with underserved populations.

***Advertisements:** American Society of Criminology Employment Exchange website, Academy of Criminal Justice Sciences Employment Bulletin, American Society of Criminology Division of Policing webpage, Association of Doctoral Program in Criminology & Criminal Justice webpage, CCSU Criminology & Criminal Justice social media pages.*

Forty (40) individuals applied for this position: Nineteen (19) White Males; Seven (7) White Females; Two (2) Black Males; **Two (2) Hispanic Males;** Six (6) AAIANHNPI Males; Three (3) Unknown Males; and One (1) Unknown Unknown.

Twenty-six (26) applicants were determined to be not qualified: Eleven (11) White Males; Five (5) White Females; One (1) Black Male; **Two (2) Hispanic Males;** Five (5) AAIANHNPI Males; and Two (2) Unknown Males.

Four (4) applicants were found to be minimally qualified: Three (3) White Males; and One (1) White Female.

Ten (10) applicants were determined to be finalists: Five (5) White Males; One (1) White Female; One (1) Black Male; One (1) AAIANHNPI Male; One (1) Unknown Male; and One (1) Unknown Unknown.

One (1) White Male goal candidate was hired for this position.

Assistant Professor in Psychological Sciences

Selection: One (1) White Female and **One (1) White Male**

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Psychological Science. The successful candidate will teach undergraduate and graduate

courses in Community Psychology and Latina/o or Puerto Rican Psychology. Candidates are expected to be committed to multiculturalism and work with a diverse student body. The regular teaching load is 12 hours per semester with some evening classes required.

Required Qualifications:

- Ph.D. in Social Psychology (or closely related field). ABD candidates may be considered, but the Ph.D. must be earned by the date of appointment.
- Ability to teach courses in Social Psychology.
- Ability to teach courses in Research Methods.
- Evidence of effective teaching.
- Evidence of active research (e.g., publications and presentations at professional conferences).
- Programmatic research plan.
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications

- College-level teaching experience in Social Psychology and Research Methods.
- A demonstrated ability to work with a diverse student population.

Advertisements: *HigherEdjobs.com, National Latino/a Psychological Association, Association of Black Psychologist, Psychology Job Wiki, Social Affective Neuroscience Society, Society of Personality and Social Psychology*

Twenty-seven (27) individuals applied for this position: Nine (9) White Males; Seven (7) White Females; One (1) Black Male; **One (1) Black Female;** One (1) AAIANHNPI Male; Four (4) AAIANHNPI Females; One (1) Unknown Male; Two (2) Unknown Females; and One (1) Unknown Unknown.

Fourteen (14) applicants were determined to be not qualified: Three (3) White Males; Four (4) White Females; One (1) Black Male; **One (1) Black Female;** Two (2) AAIANHNPI Females; Two (2) Unknown Females; and One (1) Unknown Unknown.

One (1) White Male did not submit any evidence of active research.

One (1) White Male never mentioned either Social Psychology or Research Methods.

One (1) White Male had no Ph.D. in Social Psychology (or closely related field). ABD (all but dissertation) candidates may be considered, but the Ph.D. must be earned by the date of appointment.

One (1) Black Female applied for the wrong position. She was seeking a part-time adjunct position.

Three (3) applicants were found to be minimally qualified: Two (2) White Males; One (1) AAIANHNPI Female.

Two (2) White Males did not have the preferred requirements that include College-level teaching experience in Social Psychology and Research Methods and a demonstrated ability to work with a diverse student population.

Ten (10) applicants were determined to be finalists: Four (4) White Males; Three (3) White Females; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and One (1) Unknown Male.

Two (2) White Males declined to be interviewed and accepted positions in other universities.

One (1) White Male had difficulty communicating his research. In the simulated research talk he was not able to engage his audience throughout the presentation.

One (1) White Male goal candidate and One (1) White Female non goal candidate were hired for these positions. The hire of the White Male goal candidate fulfilled the remaining hiring goal in this category. With his hire there were no remaining goal candidates.

The White Female non goal candidate has taught Research Methods, Introduction to Psychology, Psychology of Sex and Sexuality, and Research Capstone courses. She has direct experience working with sexual and gender minorities in the areas of HIV prevention and engagement in care. In her simulated research talk to the department, she highlighted several qualitative studies on HIV prevention in sexual and gender minorities. Her presentation is based on community research that is engaging and highlights under-represented aspects that are of real importance for minority groups. Her professional research and teaching values align with our position as a community leader in the area of diversity. Her ability to find external funding and her relationships with community leaders at the local and national level will match our departments initiatives. Her background is in Health Psychology matches the graduate program courses and grants in the University's Psychology department.

Assistant Professor Art

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time tenure-track Assistant Professor position in Illustration within the Art Department beginning August 2019. The ideal candidate must have an MFA (terminal degree), two years of university/art school teaching, an impressive exhibition and publication record on a national, and/or international level, and extensive knowledge of the contemporary art world. Candidate's portfolio should demonstrate evidence of strong drawing and digital media skills. The Tenure Track Assistant Professor/ Illustration will teach Art 224 Illustration I, and Art 324 Illustration II and Art 424, Illustration III, act as Art 499 Capstone Advisor for Senior BA Art students pursuing a Capstone project in Illustration and teach Foundation Level Drawing or Painting courses, required in the BS Art Education and BA Art major, Art Minor and for General Education/ Study Area I credit. Art 224 is a required course for all BA Graphic/Information Design Majors, as well as a popular studio course in the Art Minor of 18 credits.

The Art Department: The CCSU Art Department offers an undergraduate BA in Art, a BS in Art Education, a Post Baccalaureate Art Education Certification and an MS in Art Education. Student advisement and mentoring are a part of the job, as well as creative activity, and service to the department and university. The candidate may also have the opportunity to curate exhibitions for the University Galleries. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The AAUP collective bargaining specifies a 12 credit teaching load per semester. For information about the Art Department go to <http://www.art.ccsu.edu/programs.htm>.

Required Qualifications:

- M.F.A. in visual art

- Strong drawing and digital media skills
- Experience teaching illustration
- Equivalent of 2 years full time teaching in a university or college art school
- Record of regional, national exhibitions/publications
- Commitment to serving culturally diverse communities

Preferred Qualifications:

- Curatorial experience,
- Public art/Mural painting

Advertisements: *College Art Association, Facebook, Listservs*

Thirty-six (36) individuals applied for this position: Seven (7) White Males; Six (6) White Females; One (1) AAIAHNPI Male; Thirteen (13) Unknown Males; Nine (9) Unknown Females.

Twenty-one (21) applicants were determined to be not qualified: Two (2) White Males; Five (5) White Females; Eight (8) Unknown Males; Six (6) Unknown Females.

Eight (8) applicants were determined to be minimally qualified: Two (2) White Males; One (1) White Female; One (1) AAIAHNPI Male; Three (3) Unknown Males; One (1) Unknown Female.

Seven (7) applicants were determined to be finalists: Three (3) White Males; Two (2) Unknown Males; Two (2) Unknown Females.

One (1) White Male non goal candidate was hired for this position. There were no goal candidates as all goals for White Males in this category had been met. There were no goal candidates.

Assistant Professor of English

Selection: One (1) White Female

Central Connecticut State University’s English Department invites applications for a full-time, tenure-track assistant professor of English to serve as the department’s English Secondary Education Specialist. The successful candidate will join an English department that has thriving English Elementary and Secondary Education programs and a post-baccalaureate certification program, and a university with a long, successful tradition of educating the state’s public-school teachers. Normal load is 12 credits per semester, which the Secondary Ed specialist divides between teaching courses in the English department and administrative work in the Secondary Ed program. Courses include Young Adult Literature, the Student Teaching Seminar, and Professional Program courses like Advanced Composition in the English Classroom, teaching the Mechanics of Writing, Literature for Teachers, and Teaching Writing in Middle and Secondary Schools. Other duties of the position include advising English Secondary Education students, working with the School of Education and Professional Studies, and working with the department’s Secondary Ed coordinator on student teacher supervision, assessment, and accreditation reports. The position also requires active scholarship and publication in the field, plus university and professional service. Candidates are expected to be committed to promoting multiculturalism and working with a diverse student body.

Required Qualifications

- Doctoral degree in English, English Education, or equivalent

- Demonstrable experience and training in English Secondary Education and knowledge of best practices in the field
- Minimum three years' experience teaching at college level
- Ability to teach a range of pedagogically oriented courses
- Commitment to serving culturally, ethnically, and linguistically diverse communities

Preferred Qualifications

- Record of scholarly publication in field
- Ability to teach Young Adult Literature and Children's Literature
- Secondary School teaching experience
- Experience with educational assessment and accreditation
- Demonstrated ability to work collaboratively

Advertisements: MLA Job Information List, NCTE Career Opportunities

Forty-three (43) individuals applied for this position: Ten (10) White Males; Fourteen (14) White Females; One (1) Black Male; **One (1) Black Female**; Three (3) Hispanic Females; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; Five (5) Unknown Males; Seven (7) Unknown Females.

Twenty-six (26) applicants were determined to be not qualified: Seven (7) White Males; Seven (7) White Females; One (1) Black Male; Two (2) Hispanic Females; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; Three (3) Unknown Males; Four (4) Unknown Females.

Nine (9) applicants were determined to be minimally qualified: Three (3) White Males; Two (2) White Females; **One (1) Black Female**; One (1) Hispanic Female; One (1) Unknown Male; One (1) Unknown Female.

The **One (1) Black Female goal candidate** did not have the preferred requirements that include the ability to teach Young Adult Literature, Children's Literature and experience with educational assessment and accreditation, and a record of scholarly publication in the field.

Eight (8) applicants were determined to be finalists: Five (5) White Females; One (1) Unknown Male; Two (2) Unknown Females.

One (1) White Female nongoal candidate was hired for this position. She met all required and preferred qualifications. She had teaching experience in all areas related to English including Young Adult Literature and Children's Literature. She had experience supervising student teachers and mentoring students. She has experience working with assessment and accreditation. Her research presentation included clarity, scholarly rigor, and disciplinary currency. Her teaching demonstration also challenged students with an ambitious assignment using current teaching technology tools.

Assistant Professor in Psychological Sciences

Selection: One (1) Black Female

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Psychological Science. The successful candidate will teach undergraduate and graduate courses in Community Psychology and Latina/o or Puerto Rican Psychology. Candidates are expected to

be committed to multiculturalism and work with a diverse student body. The regular teaching load is 12 hours per semester with some evening classes required.

Required Qualifications:

- Ph.D. in Social Psychology (or closely related field). ABD candidates may be considered, but the Ph.D. must be earned by the date of appointment.
- Ability to teach courses in Social Psychology.
- Ability to teach courses in Research Methods.
- Evidence of effective teaching.
- Evidence of active research (e.g., publications and presentations at professional conferences).
- Programmatic research plan.
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications

- College-level teaching experience in Social Psychology and Research Methods.
- A demonstrated ability to work with a diverse student population.

Advertisements: *HigherEdjobs.com, National Latino/a Psychological Association, Association of Black Psychologist, Psychology Job Wiki, Social Affective Neuroscience Society, Society of Personality and Social Psychology*

Twenty-one (21) individuals applied for this position: Seven (7) White Males; Six (6) White Females; **Two (2) Black Females; One (1) Hispanic Male;** One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and Three (3) Unknown Males.

Seven (7) applicants were determined to be not qualified: Two (2) White Males; One (1) White Female; **One (1) Black Female;** One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and One (1) Unknown Male.

Three (3) applicants were found to be minimally qualified: One (1) White Male; One (1) White Female; and One (1) Unknown Male.

Eleven (11) applicants were determined to be finalists: Four (4) White Males; Four (4) White Females; **One (1) Black Female; One (1) Hispanic Male;** and One (1) Unknown Male.

One (1) Black Female goal candidate was hired for this position.

Assistant Professor Marketing

Selection: One (1) AAIANHNPI Male

Central Connecticut University invites applications for a full-time, tenure-track position in Marketing at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate Marketing courses and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be student-oriented and committed to multiculturalism and working with a

diverse student body. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research and meeting AACSB qualifications.

Required Qualifications

- Doctorate in marketing or related field from an AACSB accredited institution. (ABDs from an accredited institution will be considered; completion of the Ph.D. is required by August 30, 2020.)
- Evidence of effective teaching cross Marketing areas
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- Expertise and interest in several areas of marketing such as Marketing Analytics, Digital Marketing, Social Media Marketing, Consumer Behavior, Marketing Research, Marketing Strategy, and other areas of marketing typically covered in elective courses.
- Industry experience in marketing relevant to areas of teaching
- Evidence of scholarly activity in Marketing

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The CCSU School of Business is an accredited member of AACSB International – The Association to Advance Collegiate Schools of Business.

Advertisements: *Higher Ed Jobs, American Marketing Association, ama.jobcontol.com, Hispanic Outlook, The Journal of Blacks in Higher Education, American Association of Hispanics in Higher Education*

Thirty-nine (39) individuals applied for this position: Two (2) White Males; Four (4) White Females; One (1) Black Male; **Two (2) Hispanic Males;** One (1) Hispanic Female; Eight (8) AAIANHNPI Males; Five (5) AAIANHNPI Females; Seven (7) Unknown Males; Eight (8) Unknown Females and One (1) Unknown Unknown.

Thirteen (13) applicants were determined to be not qualified: One (1) White Male; **Two (2) Hispanic Males;** One (1) Hispanic Female; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; Three (3) Unknown Males; Two (2) Unknown Females and One (1) Unknown Unknown.

One (1) Hispanic Male had an incomplete application as he did not submit his references or cover letter.

One (1) Hispanic Male goal candidate did not possess a Ph.D. in marketing or related area.

Fifteen (15) applicants were determined to be minimally qualified: One (1) White Male; One (1) White Female; One (1) Black Male; Three (3) AAIANHNPI Males; Two (2) AAIANHNPI Females; Three (3) Unknown Males; Four (4) Unknown Females.

Eleven (11) applicants were determined to be finalists: Three (3) White Females; Four (4) AAIANHNPI Males; One (1) AAIANHNPI Female; One (1) Unknown Male; Two (2) Unknown Females.

One (1) AAIANHNPI Male non goal candidate was hired for this position. This candidate has extensive teaching experience including teaching 400 level courses. In addition, he has three published articles, and his research work is currently under review with two marketing journals. He has made nine conference presentations. There were no remaining goal candidates.

Assistant Professor in Management Information Systems

Selection: One (1) AAIANHNPI Female

The Management Information Systems (MIS) Department seeks a dynamic, student-oriented individual for a full-time, tenure-track (open rank) appointment to teach undergraduate and graduate courses in MIS. The successful candidate will demonstrate a strong commitment to teaching excellence, a record of (or potential for) high-quality scholarship, and a commitment to academic service. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Management Information Systems or related field (degree in discipline or MIS preferred); A.B.D. will be considered if Ph.D. is obtained within one-year appointment
- Evidence of and/or commitment to teaching excellence
- Evidence of and/or commitment to high-quality scholarship
- Evidence of and/or commitment to academic service
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Ph.D. from an AACSB accredited school
- Record of successful university teaching
- Discipline-related professional experience

Advertisements: *HigherEdJobs.com, Chronicles of Higher Education, aisnet.org, icis2019.aisconference, LinkedIn*

Forty-nine (49) individuals applied for this position: Seventeen (17) White Males; Six (6) White Females; **One (1) Black Female;** Fifteen (15) AAIANHNPI Males; Six (6) AAIANHNPI Females; and Four (4) Unknown Males.

Twenty-five (25) applicants were determined to be not qualified: **Nine (9) White Males;** Four (4) White Females; Six (6) AAIANHNPI Males; Four (4) AAIANHNPI Females; and Two (2) Unknown Males.

Eight (8) applicants were found to be minimally qualified: Four (4) White Males; Three (3) AAIANHNPI Males; and One (1) Unknown Male.

Sixteen (16) applicants were determined to be finalists: Four (4) White Males; Two (2) White Females; **One (1) Black Female;** Six (6) AAIANHNPI Males; Two (2) AAIANHNPI Females; and One (1) Unknown Male.

The One (1) Black Female goal candidate withdrew from the search after interview as she accepted a position in another university.

One (1) White Female non-goal candidate was offered the position and declined.

One (1) AAIANHNPI Female non goal candidate was hired for this position. She was very prepared for her interview and highlighted all the research she is presently working on. Her presentation was organized and articulate and she engaged the students into her research stream. She answered all the students' questions and received positive feedback. She asked the committee very detailed questions regarding the research going on in the department.

Assistant Professor Management & Organization

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications on full-time, tenure-track position at the Assistant or Associate level in Management and Organization department. The department offers three areas of focus-General Management, Human Resources Management, and Entrepreneurship-and is responsible for the School of Business undergraduate senior capstone strategy course and graduate (MBA) core management and capstone courses. The successful candidate will teach undergraduate and possible graduate courses in Management and contribute actively and effectively to student growth service, and scholarship. The primary responsibility of the position is teaching. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Earned doctorate in Organizational Management, or a closely related business discipline (ABD with expected degree completion by May 31, 2020, may be considered)
- Evidence of rigorous academic training and strong scholarship
- Experience teaching at a university level

Preferred Qualifications

- Ph.D. from AACSB accredited Business School
- University teaching experience in Operations Management
- University teaching experience across multiple management functions
- Evidence of strong teaching orientation
- Established or emerging research accomplishment in operations management

School of Business: The CCSU School of Business provides high-quality, affordable, and accessible educational programs for undergraduate and graduate students from Central Connecticut and the greater northeast region. We prepare the next generation of leaders by empowering our students for successful professional futures; developing close relationships with regional businesses; responding to employers' workforce needs; and promoting faculty excellence in teaching, research, and community engagement.

The CCSU School of Business is an accredited member of AACSB International – The Association to Advance Collegiate Schools of Business.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Thirty-five (35) individuals applied for this position: Fifteen (15) White Males; Six (6) White Females; Five (5) Black Males; **One (1) Black Female;** Three (3) AAIANHNPI Males; Two (2) AAIANHNPI Females; and Three (3) Unknown Males.

Twenty-three (23) applicants were determined to be not qualified: Eleven (11) White Males; Four (4) White Females; Four (4) Black Males; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and Two (2) Unknown Males.

Seven (7) applicants were determined to be minimally qualified: Three (3) White Males; Two (2) White Females; **One (1) Black Female;** and One (1) AAIANHNPI Male.

The **Black Female** goal candidate was missing two of the preferred qualifications. She possessed neither teaching experience or established research in operations management.

Five (5) applicants were determined to be finalists: One (1) White Male; One (1) Black Male; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; and One (1) Unknown Male.

One (1) AAIANHNPI Male non goal candidate was hired for this position. The AAIANHNPI Male non goal candidate selected possessed all the preferred qualifications. He has taught production and operations management, project management, and human behavior. He won a teaching award for graduate student teaching in management. He has been the co-author of a handbook, has eight peer reviewed presentation, and his dissertation is already under review by an international journal.

Assistant Professor Finance

Selection: One (1) AAIANHNPI Female

Central Connecticut State University invites applications for a full-time, tenure-track position in Finance at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate finance courses and contribute actively and effectively to student growth, service, and scholarship, community networking and serve on university committees. We seek a colleague who is committed to multiculturalism, collaboration, diversity, inclusiveness, student success, community engagement and working with colleagues within the department and across the university. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research. Faculty also participate in assessment and curriculum development.

Required Qualifications

- Ph.D. in finance or financial economics (ABDs from accredited institution will be considered; completion of the Ph.D. is required by August 30, 2021.)
- A proven record of excellence in teaching finance courses.
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications

- Ph.D. in finance or financial economics from an AACSB accredited institution.
- Evidence of scholarly activity in finance

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, jobs.phdproject.org, Financial Management Association Replacement Center*

Ninety-one (91) individuals applied for this position: Eight (8) White Males; Three (3) White Females; Six (6) Black Males; **One (1) Hispanic Male;** One (1) Hispanic Female; Forty-six (46) AAIANHNPI Males; Eighteen (18) AAIANHNPI Females; Five (5) Unknown Males; and Three (3) Unknown Unknowns.

Fifty-five (55) applicants were determined to be not qualified: Eight (8) White Males; One (1) White Female; Four (4) Black Males; Twenty-four (24) AAIANHNPI Males; Twelve (12) AAIANHNPI Females; Four (4) Unknown Males; Two (2) Unknown Unknowns.

Eight (8) applicants were determined to be minimally qualified: One (1) White Female; One (1) Hispanic Female; Five (5) AAIANHNPI Males and One (1) AAIANHNPI Female.

Twenty-eight (28) applicants were determined to be finalists: One (1) White Female; Two (2) Black Males; **One (1) Hispanic Male;** Seventeen (17) AAIANHNPI Males; Five (5) AAIANHNPI Females; One (1) Unknown Male and One (1) Unknown Unknown.

One (1) AAIANHNPI Female non goal candidate was hired for this position. The one AAIANHNPI Female stated she was flexible in teaching and taught many courses that the University's Finance department offers. Her teaching experience included the areas of Personal Financial Management and Corporate Finance, Financial Management, Corporate Finance, Investments, Real Estate Finance, Fixed Income Analytics, Finance Modeling, and Money and Capital Markets. She developed four working papers that are in her research pipeline including one that was recently submitted to financial review, with the second one nearly complete and intended for submission to a quality peer review journal. She clearly communicated to the search committee her dedication to students and how she uses their feedback to inform and improve her teaching.

The **Hispanic Male goal candidate's** scholarly activity was not research oriented and had not been submitted for peer review as compared to that of the selected candidate.

Assistant Professor Management & Organization

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications on full-time, tenure-track position at the Assistant or Associate level in Management and Organization department. The department offers three areas of focus-General Management, Human Resources Management, and Entrepreneurship-and is responsible for the School of Business undergraduate senior capstone strategy course and graduate

(MBA) core management and capstone courses. The successful candidate will teach undergraduate and possible graduate courses in Management and contribute actively and effectively to student growth service, and scholarship. The primary responsibility of the position is teaching. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Earned doctorate in Organizational Management, or a closely related business discipline (ABD with expected degree completion by May 31, 2020, may be considered)
- Evidence of rigorous academic training and strong scholarship
- Experience teaching at a university level

Preferred Qualifications

- Ph.D. from AACSB accredited Business School
- University teaching experience in Operations Management
- University teaching experience across multiple management functions
- Evidence of strong teaching orientation
- Established or emerging research accomplishment in operations management

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Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Academy of Management*

Twenty-seven (27) individuals applied for this position: Ten (10) White Males; Five (5) White Females; Four (4) Black Males; **One (1) Black Female**; Four (4) AAIANHNPI Males; Two (2) AAIANHNPI Females; and One (1) Unknown Male.

Thirteen (13) applicants were determined to be not qualified: Five (5) White Males; Two (2) White Females; Four (4) Black Males; One (1) AAIANHNPI Male; and One (1) Unknown Male.

Six (6) applicants were determined to be minimally qualified: Three (3) White Males; One (1) White Female; **One (1) Black Female**; and One (1) AAIANHNPI Male.

The **Black Female** goal candidate did not possess a Ph.D. from a AACSB accredited business school, and had no teaching experience in strategy management. Her research focused on finance and accounting and not the preferred strategic management.

Eight (8) applicants were determined to be finalists: Two (2) White Males; Two (2) White Females; Two (2) AAIANHNPI Males; and Two (2) AAIANHNPI Females.

One (1) AAIANHNPI Male non goal candidate was hired for this position. The candidate meets all required qualifications and has experience in teaching strategic management. There were no remaining goal candidates as all goals for White Males had been met.

Assistant Professor in Math

Selection: One (1) White Female

Central Connecticut State University's (CCSU) Department of Mathematical Sciences is seeking a dynamic faculty member with a strong mathematics background and teaching experience within the K-12 grade levels. This is a tenure-track faculty position with a course load of 12 credits per semester, research, and service to the university and the profession. The faculty member filling this position will have responsibilities in the department for teaching curricula that prepare undergraduates and graduate students to integrate mathematics content for elementary, secondary, and administrative licensure programs. CCSU is a community of learners dedicated to teaching and to scholarship. We encourage the development and application of knowledge and ideas through research and outreach activities. We prepare students to be thoughtful, responsible and successful citizens and teachers. The position is full time beginning August 2020. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Earned Ph.D. or Ed.D. in mathematics, mathematics education, or related field that includes substantial mathematics, from a regionally accredited institution or equivalent (ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by August 2021).
- A minimum of five years as a practicing K-12 classroom teacher in mathematics, in U.S. or similar schools.
- Experience in teaching Secondary Mathematics.
- Understanding of the implementation of Common Core State Standards for Mathematics.
- Evidence of potential for scholarly productivity.
- Effective written communication skills.
- Knowledge of current mathematics education research and teaching practices.
- Commitment to serving culturally, ethnically and linguistically diverse communities.
- Knowledge of edTPA.

Preferred Qualifications

- Teaching experience in higher education.
- Experience in using technology in higher education and/or K-12 to increase student learning.
- Strong academic record in mathematics, including undergraduate and graduate level courses.
- Knowledge of strategies of preparing pre-service teachers to teach in culturally relevant ways.
- Experience in helping students prepare for edTPA.

Advertisements: *Mathjobs.org, Association for Women in Mathematics, National Association of Mathematicians, AMTE Job Listings, The Math Forum*

Eighteen (18) individuals applied for this position: Five (5) White Males; Six (6) White Females; One (1) Black Male; One (1) AAIANHNPI Male; Five (5) AAIANHNPI Females.

Thirteen (13) applicants were determined to be not qualified: Three (3) White Males; Four (4) White Females; One (1) Black Male; One (1) AAIANHNPI Male; Four (4) AAIANHNPI Females.

One (1) applicant was found to be minimally qualified: One (1) AAIANHNPI Female.

Four (4) applicants were determined to be finalists: Two (2) White Males; and Two (2) White Females.

One (1) White Female non goal candidate was hired for this position. She met all the recommended required and preferred qualifications. She engaged the participants in a simple lesson that encouraged them to actively explore properties of quadratic functions by using graphs. Her sample lesson continued to provide support to students who wish to use her recommended pedagogical methods, even after they graduate. She had experience both as a teacher and a district-level curriculum coordinator.

There were no goal candidates as all goals for White Males had been met.

Assistant Professor Counselor Education and Family Therapy

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time (10-month), tenure-track Assistant Professor position in the Department of Counselor Education and Family Therapy. The successful candidate will teach graduate level courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The regular teaching load is 12 hours per academic semester with evening classes required.

Required Qualifications

- Earned doctorate in Counselor Education and Supervision from a CACREP-accredited doctoral program (ABD candidates may be considered; however, completion of degree must occur no later than the end of the first academic year of appointment)
- Experience as a school counselor
- Demonstrate the potential or has experience in teaching core counselor education courses (e.g., theory, techniques, group counseling, ethics, appraisal, etc.)
- Demonstrate the potential or has experience in teaching school counseling specialization courses.
- Demonstrate the potential or has experience in providing counselor training and clinical supervision
- Demonstrate the potential or has experience developing and completing a productive research agenda in the counselor education field

Preferred Qualifications

- Licensed as a Licensed Professional Counselor (LPC) in the State of Connecticut (or equivalent licensure issued by another state)
- Committed to serving culturally, ethnically and linguistically diverse communities
- Experience in teaching at a higher education institution
- Experience in advising, mentoring, and supervising graduate students
- Experience in program development, assessment and accreditation
- Eligible to become certified as School Counselor in Connecticut

Advertisements: CSNET, ASCA Scene, Journal of Higher Ed., Diversityjobs.net, School Counselor Interest Network (ACES), CT School Counselor Association Meeting, CACES Meeting

Five (5) individuals applied for this position: Two (2) White Males; One (1) White Female; One (1) Hispanic Female; and One (1) AAIANHNPI Female.

Two (2) applicants were determined to be not qualified: Two (2) White Males.

No applicants were found to be minimally qualified.

Three (3) applicants were determined to be finalists: One (1) White Female; One (1) Hispanic Female; and One (1) AAIANHNPI Female.

One (1) White Female non goal candidate was hired for this position. This candidate is a licensed professional counselor which is a clinical mental health designation above the certification sought.

There were no goal candidates as all goals for White Males were met.

Assistant Professor Department of Physical Education and Human Performance

Selection: One (1) White Female

Central Connecticut State University is seeking candidates for a full-time tenure track position in the Department of Physical Education and Human Performance at the Assistant Professor rank beginning in August 2020. The candidate should document a commitment to teaching excellence, knowledge of instructional technology, assessment and sensitivity to teaching diverse populations. CCSU faculty is expected to contribute to the mission of the university, as well as the department, engage in scholarship, service and student advisement. The successful candidate will serve as the primary knowledge expert of the following areas in Exercise Science: undergraduate and graduate courses in Research Methods in Exercise Science and Physical Education, and Advanced Physiology in Sports and Exercise, and undergraduate courses in Physiological and Human Performance of Aging. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Doctorate in exercise science or closely related field preferred.
- Minimum of one year of college teaching experience teaching exercise science related course
- Record of presentations, publications, research, and community engagement

Preferred Qualifications

- Experience teaching one or more of the following undergraduate courses: Research Methods in Exercise Science and Human Performance of Aging
- Experience teaching one or more of the following graduate courses: Research in Physical Education and Exercise Science I and II.
- Experience with statistical software programs (i.e. SPSS)

Advertised: HigherEdJobs, Diversityjob, Careers.acsm.org, CCSU Website, CSCU Website

Nineteen (19) individuals applied for this position: Six (6) White Males; Six (6) White Females; Four (4) AAIANHNPI Males; Two (2) AAIANHNPI Females; One (1) Unknown Male.

Fifteen (15) applicants were determined to be not qualified: Six (6) White Males; Four (4) White Females; Three (3) AAIANHNPI Males; One (1) AAIANHNPI Female; and One (1) Unknown Male.

One (1) applicant was found to be minimally qualified: One (1) White Female.

Three (3) applicants were determined to be finalists: One (1) White Female; One (1) AAIANHNPI Male; and One (1) AAIANHNPI Female.

One (1) White Female non goal candidate was hired for this position. This candidate had experience teaching undergraduate and graduate courses in different departments.

There were no goal candidates as all goals for White Males had already been met. There were no other goal candidates.

Assistant Professor Department of Nursing

Selection: One (1) White Female

Central Connecticut State University's Department of Nursing invites applications for a full-time tenure-track Assistant/Associate Professor of Nursing. The successful candidate will teach across the curriculum with a focus on acute care and adult health, as well as contribute actively and effectively to student growth, service, and scholarship. The ideal candidate would be able to start for the Spring 2020 semester. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Doctorate in Nursing or related field Master of Science Degree in Nursing with the intention of completing a Doctoral degree in Nursing or related field within 4 years.
- Teaching experience in nursing degree program
- Current Connecticut RN license or eligibility
- Strong interpersonal skills, organizational skills, and written/oral communication skills
- Commitment to serving culturally, ethnically, and linguistically diverse communities

Preferred Qualifications

- Teaching experience at the BSN level
- Clinical expertise in acute care/adult health nursing

Substantially comparable experience and/or credentials will be considered.

Advertisements: *Indeed.com., minoritynurse.com*

Ten (10) individuals applied for this position: One (1) White Male; Three (3) White Females; One (1) Black Male; **One (1) Black Female;** Three (3) Hispanic Females; One (1) AAIANHNPI Female.

Two (2) applicants were determined to be not qualified: One (1) White Female and One (1) Hispanic Female.

Two (2) applicants were found to be minimally qualified: One (1) Black Male and **One (1) Black Female**.

The Black Female goal candidate lacked both the preferred qualifications. She possessed neither the teaching experience at the BSN level or clinical expertise in acute care/adult health nursing.

Six (6) applicants were determined to be finalists: One (1) White Male; Two (2) White Females; Two (2) Hispanic Females and One (1) AAIANHNPI Female.

One (1) White Female non goal candidate was hired for this position. The candidate is a previous CCSU employee in a non-permanent position. She had both preferred qualifications. She has teaching experience at the BSN level and clinical expertise in acute care/adult health nursing.

Assistant/Associate Professor in Cybersecurity

Selection: One (1) AAIANHNPI Male

Central Connecticut State University's Department of Computer Electronics and Graphics Technology invites applications for a full-time, tenure-track position in Cybersecurity. The successful candidate will teach undergraduate and graduate courses, develop curriculum and laboratory for Cybersecurity and Networking Information Technology degree programs, with particular focus on cybersecurity and forensics, routing and switching, wireless and cellular networks, and contribute actively and effectively to students' academic success, program accreditation, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Cybersecurity or a closely related discipline by date of appointment from a regionally accredited institution or international equivalent
- Evidence of active research in the cybersecurity discipline (e.g., publications and presentations at professional conferences, peer-reviewed journal articles).
- Demonstrated skills and strong commitment to technical laboratory and experimental teaching in cybersecurity and networking, participation in hands-on research projects and other application-oriented activities
- Demonstrated excellent communication skills
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- University teaching experience in cybersecurity and networking.
- Minimum two years of U.S. industry experience in the cybersecurity field.
- Demonstrated experience in penetration testing and network forensics.
- Demonstrated experience in wireless and cellular network security.

Advertisements: *IEEE Spectrum Magazine, Chronicles of Higher Ed., HigherEdJobs.com, LinkedIn.com, ASEE ListServes, Monster.com, Careerbuilder.com, ABET, ASEE, IEEE, WiCyS Conferences*

Twenty-six (26) individuals applied for this position: Nine (9) White Males; One (1) Black Male; **One (1) Hispanic Male;** Thirteen (13) AAIANHNPI Males; and Two (2) AAIANHNPI Females.

Nineteen (19) applicants were determined to be not qualified: Eight (8) White Males; **One (1) Hispanic Male;** Eight (8) AAIANHNPI Males; Two (2) AAIANHNPI Females.

The **Hispanic Male** goal candidate had no research experience in cybersecurity and did not possess teaching experience in cybersecurity or networking.

One (1) applicant was determined to be minimally qualified: One (1) AAIANHNPI Male.

Six (6) applicants were determined to be finalists: One (1) White Male; One (1) Black Male; Four (4) AAIANHNPI Males.

One (1) AAIANHNPI Male non goal candidate was hired for this position. He possesses university teaching experience in cybersecurity and networking, has experience in penetration testing and network forensics, and wireless and cellular network security. He has published a number of journal and conference papers, the majority being with prestigious publishers.

Assistant Professor Theatre

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for a full-time, tenure-track Assistant Professor position in the Carol A. Ammon College of Liberal Arts and Social Sciences' Theatre Department. The successful candidate will teach undergraduate courses in costuming, costume design and construction, rendering and drawing, and period styles. Responsibilities include: design and execute costumes for four main stage productions per year (two per semester); supervise student design projects; manage the costume shop; supervise costume lab classes; advise students academically; contribute actively and effectively to student growth, service and scholarship; and serve on university and department committees.

Required Qualifications

- MFA in theatrical design or a related field at the time of application
- Two years teaching experience at the college/university level
- Experience in designing and executing costumes on a professional level
- Supervisory experience in a costume shop
- Evidence of professional scholarly activity, e.g. presenting at conferences, professional theatrical productions
- International design experience
- Commitment to serving culturally ethnically and linguistically diverse communities

Preferred Qualifications

- Experience in scenic design
- Expertise in one or more skills; draping, wigs, boning, model building, water coloring and sketching

Advertisements: *Art Search, Academic Keys, Off Stage Jobs*

Six (6) individuals applied for this position: One (1) White Male; Two (2) White Females; **One (1) Hispanic Male;** One (1) AAIANHNPI Male; One (1) Unknown Unknown.

One (1) applicant was determined to be not qualified: One (1) Unknown Unknown

Two (2) applicants were determined to be minimally qualified: One (1) White Female; and **One (1) Hispanic Male.**

The **Hispanic Male** goal candidate did not possess either two years of teaching experience or costume shop supervisory experience.

Three (3) applicants were determined to be finalists: One (1) White Male; One (1) White Female and One (1) AAIANHNPI Male.

One (1) AAIANHNPI Male non goal candidate was hired for this position. He was the only candidate in the pool who met all required and preferred qualifications. He is currently a non-permanent professor in the Theatre department at CCSU where he has developed costumes for several main stage productions, presented internationally, and emerged as a department leader in the areas of advising and student outcome assessment.

There were no goal candidates as all goals for White Males had previously been met.

Assistant Professor in Computer Science

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure-track Assistant/Associate Professor position in the Computer Science (CS) Department beginning August 2020. Responsibilities include teaching a wide variety of undergraduate and graduate computer science courses for majors and non-majors, serving on departmental and university committees, advising students, and conducting scholarly research. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in computer science by the time of appointment (ABD candidates will be hired at the rank of Instructor)
- Teaching experience
- Publication record commensurate with experience
- Evidence of effective communication skills
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- Expertise in software engineering and/or computer security

Advertisements: *HigherEdjobs.com, ACM, Chronicle of Higher Ed., Higheredjobs, SIGCSE List Serve*

Thirty-nine (39) individuals applied for this position: Thirteen (13) White Males; Two (2) White Females; Three (3) Black Males; Fourteen (14) AAIANHNPI Males; Three (3) AAIANHNPI Females; and Four (4) Unknown Males.

Sixteen (16) applicants were determined to be not qualified: Five (5) White Males; Two (2) Black Males; Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female and One (1) Unknown Male.

Ten (10) applicants were found to be minimally qualified: Four (4) White Males; Four (4) AAIANHNPI Males; One (1) AAIANHNPI Female and One (1) Unknown Male.

Thirteen (13) applicants were determined to be finalists: Four (4) White Males; Two (2) White Females; One (1) Black Male; Three (3) AAIANHNPI Males; and One (1) AAIANHNPI Female; and Two (2) Unknown Males.

One (1) White Female non goal candidate was hired for this position. She met all required and preferred requirements. She had taught a wide variety of computer science. One of the focuses of her research was characterizing complex socio technical systems with a focus on network-centric Web systems characterization and anomaly detection. Her other research methods included network science, machine learning, soft computing, and statistical data analysis for real-world data sets.

There were no White Male goal candidates as all goals for White Males in this category had previously been met.

Assistant Professor in Biology

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Biology. The successful candidate will have the following responsibilities: teach upper-level courses in human anatomy and physiology; develop and teach upper-level courses that are health-related and that supplement existing courses offered by the department; teach introductory/intermediate-level biology courses; develop a research program appropriate for the participation of undergraduate and Masters' level students; and participate in the Doctor of Nurse Anesthesia Practice program. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- PhD (or equivalent) in Biology or related discipline. The completion of a doctorate is required by the time of application
- Candidate is capable of meeting all responsibilities listed above
- College-level teaching experience
- Demonstrated commitment to serving culturally, ethnically, and linguistically diverse communities

Preferred Qualifications

- Preferred area of expertise includes immunology, pharmacology, pathophysiology, cardiovascular and/or pulmonary physiology
- Teaching experience includes all aspects of course preparation and full course responsibility for the entire academic term, i.e., experience in both lower-level and upper-level biology courses
- Broadly trained biologist

Advertisements: *HigherEdjobs.com, Chronicles of Higher Ed, Science*

Twenty-nine (29) individuals applied for this position: Eleven (11) White Males; Three (3) White Females; **One (1) Hispanic Male;** Eight (8) AAIANHNPI Males; One (1) AAIANHNPI Female; Three (3) Unknown Males; and Two (2) Unknown Unknowns.

Eighteen (18) applicants were determined to be not qualified: Seven (7) White Males; Two (2) White Females; Six (6) AAIANHNPI Males; One (1) AAIANHNPI Female; and Two (2) Unknown Unknowns.

Two (2) applicants were found to be minimally qualified: Two (2) Unknown Males.

Nine (9) applicants were determined to be finalists: Four (4) White Males; One (1) White Female; **One (1) Hispanic Male;** Two (2) AAIANHNPI Males; and One (1) Unknown Male.

The **Hispanic Male** goal candidate not selected focused completely on the use of animal dissection during his interview and never discussed his plans for engaging students in research, as the question asked.

One (1) White Male non goal candidate was hired for this position. The White Male non goal candidate selected is a previous adjunct professor in the CSCU system and has experience working with students of disadvantaged backgrounds. Previous employment is in research on the state and national level. Teaching certification is for Connecticut.

There were no White Male goal candidates as all goals for White Males in this category had previously been met.

Assistant Professor in Accounting

Selection: One (1) AAIANHNPI Female

Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Accounting Department. Successful candidates will teach undergraduate and/or graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship and to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

Required Qualifications

- Doctorate in Accounting or a related field from an accredited university, or a Master's degree in a related field plus enrollment in a terminal degree program in accounting or a closely related field with a planned completion date no later than August 2022.
- Commitment to serving a culturally, ethnically and linguistically diverse student body and community.

Preferred Qualifications

- Professional experience in accounting (Manager level experience strongly preferred)
- A proven record of excellence in teaching Accounting courses
- Professional accounting certification (CPA preferred)

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Advertisements: *HigherEdjobs.com, Chronicles of Higher Ed, CCSU Website, CSCU Website*

Forty-one (41) individuals applied for this position: Eight (8) White Males; Two (2) White Females; One (1) Black Male; **Two (2) Black Females;** Twelve (12) AAIANHNPI Males; Eleven (11) AAIANHNPI Females; Two (2) Unknown Males; Two (2) Unknown Females; and One (1) Unknown Unknown.

Twenty-three (23) applicants were determined to be not qualified: Six (6) White Males; Two (2) White Females; **One (1) Black Female;** Six (6) AAIANHNPI Males; Four (4) AAIANHNPI Females; One (1) Unknown Male; Two (2) Unknown Females; and One (1) Unknown Unknown.

The one (1) Black Female candidate did not submit a complete application as she omitted her letters of reference.

No applicants were found to be minimally qualified.

Eighteen (18) applicants were determined to be finalists: Two (2) White Males; One (1) Black Male; **One (1) Black Female;** Six (6) AAIANHNPI Males; Seven (7) AAIANHNPI Females; and One (1) Unknown Male.

The Black Female goal candidate was offered a telephone interview but never responded to the initial or subsequent invitation.

One (1) AAIANHNPI Female non goal candidate was hired for this position. This candidate received her Ph.D. in Business Administration (Accounting) in February 2020 from Sungkyunkwan University (AACSB accredited), Seoul, South Korea. She has been teaching at Sungkyunkwan University since earning her Ph.D. Her teaching experience and preference is in Intermediate and Financial accounting, an area of immediate need. She is also very knowledgeable of International Financial Reporting Standards and capable of teaching Global Financial Reporting and Analysis (AC540) as well as other courses in the graduate programs. She has three publications and another in a third-round review with an “A” ranking journal on the ABDC listing. In addition, another four working papers are in process. During the virtual “on campus” interview, she presented one of her working papers and answered faculty questions. She engaged fully with faculty in discussions and explained ideas clearly. She demonstrated excellent communication skills, energy, and enthusiasm that would be excellent in the classroom. She has research skills as exhibited by her preparation and knowledge about CCSU. She has passed all parts of the CPA exam, and has approximately seven years professional experience as an accountant in Korea and in the United States.

Assistant Professor in Manufacturing and Construction Management

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Manufacturing and Construction Management Department. Successful candidates will teach undergraduate and/or graduate courses in Construction Management and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Earned PhD. or doctorate in Construction Management, Construction Engineering, Civil Engineering, Architectural Engineering, Architecture, or a closely related field by the start of appointment
- Two years of industry experience in managing construction operations
- Excellent oral and written communication skills
- Commitment to serving a culturally, ethnically, and linguistically diverse communities

Preferred Qualifications

- Evidence of Scholarly activity including peer-reviewed publications and funded grant activity
- Five or more years of U.S. industry experience in construction management
- Teaching experience at the university level
- Capable of teaching a variety of construction management subjects and demonstrated expertise in two or more of the following areas: Cost Estimating, Building Systems, Mechanical/Electrical/Plumbing (MEP) Systems, Building Information Modeling (BIM), Field Operations, Construction Safety, Project Management, or Surveying.

Advertisements: *HigherEdjobs.com, Diversejobs.net, Chronicles of Higher Education, Inside Higher Education, Associated School of Construction, ASEE Listserv & Website, Academic Keys, ASCE Listserv and website, Scholarlyhires.com*

Forty-nine (49) individuals applied for this position: Eleven (11) White Males; One (1) White Female; Four (4) Black Males; **One (1) Black Female; One (1) Hispanic Male;** Twenty-three (23) AAIANHNPI Males; Four (4) AAIANHNPI Females; and Four (4) Unknown Males.

Thirty-nine (39) applicants were determined to be not qualified: Eight (8) White Males; One (1) White Female; Three (3) Black Males; **One (1) Black Female; One (1) Hispanic Male;** Nineteen (19) AAIANHNPI Males; Four (4) AAIANHNPI Females; and Two (2) Unknown Males.

The one (1) Black Female goal candidate did not submit a complete application package, as she did not submit a cover letter.

One (1) Hispanic Male did not have the required two years of industry experience in managing construction operations.

Three (3) applicants were determined minimally qualified: Two (2) AAIANHNPI Males; and One (1) Unknown Male.

Seven (7) applicants were determined to be finalists: Three (3) White Males; One (1) Black Male; Two (2) AAIANHNPI Males; and One (1) Unknown Male.

One (1) AAIANHNPI Male non goal candidate was hired for this position. His teaching presentation to students and faculty demonstrated his academic skills and interest in building construction. He received positive feedback on his presentation from students and faculty. His training and experience in building construction will be valuable to the department. He taught six of the eight identified contact areas, including surveying. He also had professional experience in managing construction operations. All of his references were complimentary and positive relating to his manufacturing and construction management experience and teaching skills.

There were no remaining goal candidates.

COACHING (EE02)

GOALS:

Hires		Promotions	
1	Hispanic Male		
1	Hispanic Female		

Head Men's Basketball Coach

Selection: One (1) Black Male

Central Connecticut State University's Department of Athletics invites applications for a full-time Head Men's Basketball Coach. The successful candidate will be responsible for the overall organization and administration of all aspects of the University's men's basketball program.

Responsibilities include but are not limited to; recruitment and development of student-athletes; ensuring academic progress and graduation; budget development and management; oversight of scheduling and travel arrangements; and compliance with all NCAA, NEC, and University rules and regulations. The Head Coach will be expected to work cooperatively and effectively with departmental and institutional staff with fundraising initiatives and serve as an ambassador for the University. This position requires impeccable interpersonal skills, personal and professional integrity, and excellent work ethic and exceptional motivational and communication skills. Candidates must be able to show a demonstrated commitment to multiculturalism and an ability to work with a diverse student body.

CCSU is an NCAA Division I institution compete in in the Northeast Conference. CCSU currently supports 400 student athletes across 16 intercollegiate programs and has a rich athletics tradition and history of success.

Required Qualifications

- Bachelor's degree
- Previous successful coaching experience at the collegiate level in the sport of basketball
- Proven administrative and organizational skills, e.g., player development, recruiting, budget management, supervision, and fundraising
- Proven track record of NCAA compliance and academic integrity
- Exhibit clear and effective communication skills including the ability to establish a good rapport and effective working relationships with student athletes, parents, administrators, faculty, staff, and the community
- A demonstrated commitment to serving culturally, ethically, and linguistically diverse communities

Preferred Qualification

- Previous experience at the Division 1 level in the sport of basketball
- Demonstrated ability to organize and implement a collegiate basketball program
- Demonstrated ability to develop student athletes holistically, i.e., academically, athletically, and socially

Advertisements: *NCAA, Word of mouth.*

Eighty-three (83) individuals applied for this position: Thirty-four (34) White Males; Twenty-six (26) Black Males; **Eight (8) Hispanic Males;** Fourteen (14) Unknown Males; and One (1) Unknown Female.

Sixty-Eight (68) applicants were determined to be not qualified: Twenty-eight (28) White Males; Nineteen (19) Black Males; **Eight (8) Hispanic Males;** Twelve (12) Unknown Males; and One (1) Unknown Female.

Two (2) Hispanic Males did not have the required NCAA compliance experience or administrative skills.

One (1) Hispanic Male did not submit the complete application paperwork and omitted the required cover letter.

Three (3) Hispanic Males did not demonstrate successful coaching at the collegiate level, administrative/organizational skills, a proven track record of NCAA compliance or communication skills.

Two (2) Hispanic Males did not have the required Bachelors' degree.

Two (2) applicants were determined to be minimally qualified: One (1) White Male; and One (1) Black Male.

Thirteen (13) applicants were determined to be finalists: Five (5) White Males; Six (6) Black Males and Two (2) Unknown Males.

One (1) Black Male non goal candidate was hired for this position. The selected candidate has been in NCAA tournaments with four different basketball teams, all at the division one level. During the interview, he expressed his ability to adapt, adjust, and play to a team's strengths and expose the opponent's weaknesses. He has a thorough knowledge of NCAA rules and regulations. He also has experience with recruitment and development of student-athletes.

Assistant Men's Basketball Coach

Selection: One (1) Black Male

Central Connecticut State University invites applications for a full-time, Assistant Basketball Coach, Coach II in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the basketball program. Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation, assisting in scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in fund raising events. The Assistant Coach will be expected to work cooperatively and effectively with the staff and personnel of the department and University. This position requires an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's Degree
- A minimum of 10 years coaching experience in the sport of college basketball at the Division I level
- Proven track record of NCAA compliance and academic integrity

Preferred Qualifications:

- Experience in non-conference scheduling
- Experience in skill development, recruiting and team scouting

Equivalent combination of training and experience may be considered.

Advertisements: NCAA

Twenty (20) individuals applied for this position: Six (6) White Males; Ten (10) Black Males; **Two (2) Hispanic Males;** One (1) AAIAHNPI Male; and One (1) Unknown Male.

Eighteen (18) applicants were determined to be not qualified: Five (5) White Males; Nine (9) Black Males; **Two (2) Hispanic Males;** One (1) AAIAHNPI Male and One (1) Unknown Male.

Two (2) **Hispanic Males** did not meet a minimum of 10 years coaching experience in the sport of college basketball at the Division I level.

No applicants were determined to be minimally qualified.

Two (2) applicants were determined to be finalists: One (1) White Male; and One (1) Black Male.

One (1) Black Male non goal candidate was hired for this position. The candidate had direct Division 1 coach experience and had served in the capacity of a Head Coach. He had student recruitment and student mentoring experience. During the interview he presented information to the committee about experience building relationships with student athletes and how communication is important to the sport. He provided examples of his track record of NCAA compliance and academic integrity in the Men's basketball arena.

Assistant Men's Basketball Coach I

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, Assistant Basketball Coach, Coach II in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the basketball program. Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation, assisting in scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in fund raising events. The Assistant Coach will be expected to work cooperatively and effectively with the staff and personnel of the department and University. This position requires an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's Degree
- A minimum of 10 years coaching experience in the sport of college basketball at the Division I level
- Proven track record of NCAA compliance and academic integrity

Preferred Qualifications:

- Experience in non-conference scheduling
- Experience in skill development, recruiting and team scouting

Equivalent combination of training and experience may be considered.

Advertisements: NCAA

Forty-five (45) individuals applied for this position: Seventeen (17) White Males; Eighteen (18) Black Males; **Four (4) Hispanic Males; One (1) Hispanic Female;** Two (2) AAIANHNPI Males; Two (2) Unknown Males; and One (1) Unknown Unknown.

Thirty-six (36) applicants were determined to be not qualified: Thirteen (13) White Males; Thirteen (13) Black Males; **Four (4) Hispanic Males; One (1) Hispanic Female;** Two (2) AAIANHNPI Males; Two (2) Unknown Males; and One (1) Unknown Unknown.

One (1) Hispanic Male and One (1) Hispanic Female goal candidate did not provide any information regarding their experience with NCAA compliance and academic integrity on their application paperwork.

Three (3) **Hispanic Males** did not have a minimum of 10 years coaching experience in the sport of college basketball at the Division I level.

Five (5) applicants were determined to be minimally qualified: Two (2) White Males; and Three (3) Black Males.

Four (4) applicants were determined to be finalists: Two (2) White Males; and Two (2) Black Males.

One (1) White Male non goal candidate was hired for this position. This candidate has experience in team travel, scouting, and recruiting software. He has experience in the Pac 12 conference. He had direct NCAA compliance liaison experience and has served in many administrative positions throughout his career.

PROFESSIONAL NON-FACULTY (EE03)

GOALS:

Hires		Promotions	
3	White Males		
1	Black Male		
4	AAIANHNPI Males		
5	AAIANHNPI Females		

News Writer/Editor

Selection: One (1) White Female

Central Connecticut State University invites applications for a News Writer/ Editor (Media Relations) in the Office of Marketing and Communications. In collaboration with the Associate Vice President for Marketing and Communications, develops, coordinates, and/or disseminates timely internal and

external communications for the offices of the President, Institutional Advancement, and Marketing & Communications. Develops, writes, and edits information, news articles and feature stories and/or other publications designed to promote and/or inform target audiences about University news, programs, and/or services.

Position Responsibilities:

Works with the Associate Vice President of Marketing and Communications to develop and implement an aggressive, strategic media relations program promoting University initiatives, academic programs and research, in addition to faculty, staff, and student achievements and other positive messages.

Researches and writes new releases, media advisories, and other materials related to breaking news and planned news events.

Supervision Exercised:

May supervise professional and/or support staff.

Required Qualifications:

- Bachelor's degree required, Master's preferred.
- Four years of experience in a field such as public relations, communications, or journalism, writing and editing and developing communications for print and electronic publications.
- Must possess a strong commitment to customer service and teamwork, excellent written and oral communication and organizational skills.
- Demonstrated ability to utilize a variety of communication vehicles such as print, electronic, social media, etc. Must be detail oriented, able to function efficiently and independently in a fast-paced environment and manage multiple priorities.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higherjobs.com, CCSU website*

One hundred and Twenty-one (121) individual applied for this position: Forty-six (46) White Males; Forty- nine (49) White Females; **Two (2) Black Males;** One (1) Black Female; Four (4) Hispanic Males; One (1) Hispanic Female; **One (1) AAIANHNPI Male;** Thirteen (13) Unknown Males; Four (4) Unknown Females.

Eighty-six (86) applicants were determined to be not qualified: Thirty-eight (38) White Males; Twenty-seven (27) White Females; **One (1) Black Male;** One (1) Black Female; Four (4) Hispanic Males; One (1) Hispanic Female; **One (1) AAIANHNPI Male;** Nine (9) Unknown Males; Four (4) Unknown Females.

Thirty -eight (38) White Male, one (1) Black Male and one (1) AAIANHNPI Male goal candidates did not possess four years of required experience.

Eighteen (18) applicants were determined to be minimally qualified: Fifteen (15) White Females; and Three (3) Unknown Males.

Seventeen (17) applicants were determined to be finalists: Eight (8) White Males; Seven (7) White Females; One (1) Black Male; and One (1) Unknown Male.

The **first White Male goal candidate** not selected was an English teacher in a local high school. He did not possess the necessary journalism or social media experience.

The **second White Male goal candidate** not selected had no experience with media releases. His entire journalism experience was working with sports.

The **third White Male goal candidate** not selected did possess social media experience but no experience in either journalism or higher education.

The **fourth White Male goal candidate** not selected had experience writing press releases for the radio. He had no higher education or social media experience.

The **fifth White Male goal candidate** not selected had experience doing clips for tourism in Washington DC. He did not possess either social media or journalistic writing experience.

The **sixth White Male goal candidate** not selected found it difficult navigating the university's website and spent the entire interview complaining about the site.

The **seventh White Male goal candidate** not selected had no higher education or social media experience.

The **eighth White Male goal candidate** not selected had difficulty answering the questions during the interview. He had experience with releases but no direct journalism or social media experience.

The **one Black Male goal candidate** not selected had experience working as a professor and teaching social media and journalism and not as a direct professional in the field.

One (1) White Female non goal candidate was hired for this position. She possessed 25 years' experience in journalism and social media within Higher Education for the State of Connecticut.

Assistant Director of Graduate Recruitment and Admissions

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications for the position of Assistant Director of Graduate Recruitment and Admissions. The Assistant Director of Graduate Recruitment and Admissions assists the Director in advancing the Graduate Recruitment and Admissions program of the University and is responsible for assisting in the identification and recruitment-of new students.

Responsibilities:

Engages in travel to recruit graduate students. Attends and represents the University at graduate and career fair programs, and conducts other outreach activities and participates in special projects to assist with promoting the University to prospective students and external constituents. Assists with facilitating the development of meaningful partnerships with area employers, K-12 school districts, and ConnSCU institutions.

Advises prospective graduate students regarding University graduate programs, suitable program choices, admission requirements, policies, procedures, and related matters.

Evaluates graduate student applicants' transcripts in relation to graduate studies policies for admission to the School of Graduate Studies and makes recommendations for specific programs.

Assists the Director in developing, implementing, and identifying best practices regarding on- and off-campus recruitment programs, materials, and activities to identify, develop and implement effective targeted recruitment and outreach programs to underrepresented, diverse populations.

Assists the Director in establishing a student-centered, goal-oriented culture within Graduate Recruitment and Admissions and interacting with academic departments and graduate coordinators in developing, implementing, and identifying best practices regarding successful marketing, recruitment, and admission strategies, processes and programs to ensure new graduate student enrollment goals are met.

Assists in monitoring progress toward new graduate student enrollment goals and ensures the appropriate and timely sharing of this information.

-Maintains contact, ongoing outreach and follow up with prospects from the recruitment initiatives throughout the admissions cycle.

Assists with making recommendations for review regarding possible changes to the policies and procedures for graduate admissions that reflect best practices in the field of graduate admissions.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree and a minimum of three years of professional work experience in admissions, higher education or related field.
- Knowledge of SCT Banner or similar software systems.
- Demonstrated excellent interpersonal communication skills and ability to master administrative functions.
- Demonstrated ability to grasp knowledge of and communicate information about all academic programs offered at the University.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU website.*

One hundred and Thirty-Nine (139) individual applied for this position: Twenty-six (26) White Males; Fifty-nine (59) White Females; **Seven (7) Black Males;** Nine (9) Black Females; Three (3) Hispanic Males; Six (6) Hispanic Females; **Three (3) AAIANHNPI Males; Six (6) AAIANHNPI Females;** Eight (8) Unknown Males; and Twelve (12) Unknown Females.

One hundred and Twenty-seven (127) applicants were determined to be not qualified: Twenty-five (25) White Males; Fifty-two (52) White Females; **Five (5) Black Males;** Nine (9) Black Females; Three (3) Hispanic Males; Five (5) Hispanic Females; **Two (2) AAIANHNPI Males; Six (6) AAIANHNPI Females;** Eight (8) Unknown Males; Twelve (12) Unknown Females.

Four (4) White Males and Two (2) Black Males did not submit completed applications, as they did not submit their references and/or a cover letter.

Eight (8) White Males, three (3) Black Males, and Four (4) AAIANHNPI Females did not possess a Bachelors' degree and three years professional work experience in admissions, higher education or related field.

Thirteen (13) White Males, Two (2) AAIANHNPI Males, and Two (2) AAIANHNPI Females did not have knowledge of Banner or a similar software system.

No applicants were determined to be minimally qualified.

Twelve (12) applicants were determined to be finalists: One (1) White Male; Seven (7) White Females; **Two (2) Black Males;** One (1) Hispanic Female; and **One (1) AAIANHNPI Male.**

One (1) Hispanic Female Non-goal candidate was hired for this position. She was the assistant director of admissions for a university of 15,000 students where she represented the director at meetings, supervised 20 employees, and multiple work study students. Prior to that she was the director of residential life at Southern Connecticut State University.

The not selected White Male goal candidate's experience was only as an academic advisor. His admissions experience was with a local high school and not in higher education.

The first non-selected Black Male goal candidate's employment experience was as an academic advisor. He lists his primary responsibility as maintaining documentation, and not in a professional capacity.

The second non-selected Black Male goal candidate's experience was as a college recruiter for a recruitment program dedicated to the recruitment and retention of disadvantaged males. He served as an academic coach, recruiter, and coordinator of the program for 150 students.

One (1) AAIANHNPI Male goal candidate not selected did not have current and/or complete references and could speak very little about his current employment.

Director of Student Health Services

Selection: One (1) AAIANHNPI Female

Central Connecticut State University's Department of Health Services invites applicants to apply for the Director of Student Health Services. The Director will provide direct medical services to students as the University physician. The successful candidate will plan, develop and provide oversight to total student health care activities for the University, including managing compliant student health record keeping processes. This professional will be required to work in collaboration with other student support services on campus, such as Counseling Services in an effort to encourage student wellness, such as stress reduction, substance abuse preventive programs, and crisis intervention services. The Director provides education, consultation, and training to department employees and colleagues across campus and in the community with efforts related to health awareness and program effectiveness. This Director supervises professional and/or support staff.

Position Responsibilities

- Leads and manages Student Health Services, which is responsible for meeting the need for health care and wellness education for the University student body.
- Promotes understanding of the role and function of the Student Health Services throughout the university and CSCU community, actively advocating for the value of students' developing life-long habits of mental and physical health, which supports them in achieving academic and personal success.

- Participates in the selection process, supervises and evaluates all professional and administrative support staff which includes, APRNs, RNs, wellness coordinator, and administrative support staff.
- Provides direct patient care.
- Establishes, reviews and revises as necessary all medical policies, procedures and protocols within Student Health Services assuring that they are current and reflect best practices and any requirements of the profession or the law. This includes preparing standing orders and any other directives necessary to assure the efficient and effective administration of health care to students of the University.
- Conducts periodic reviews of the effectiveness of health education, wellness, and outreach programming; provides support and expertise; and, initiate changes, if warranted.
- Directs the development of the annual operating budget for Student Health Services and provides budget management.
- Provides in-service supervision and professional development opportunities for all staff, to assure compliance with best practices and the efficient management and operation of Student Health Services.
- Provides oversight and direction for the use of prescription medications maintained in, administered by or prescribed by personnel in Student Health Services.
- Develops, maintains and serves as liaison for on-going collegial relationships both with academic departments and other units within the University, and with the medical community of Greater New Britain, including medical specialists, emergency wards, hospitals, clinics and other treatment facilities.
- Confers with others, with permission of the patient or as permitted by law/professional standards, regarding student health issues.
- Consults with the Vice President of Student Affairs, Associate Dean of Students, Dean of Students, Director of Counseling, Director of Residence Life, Chief of University Police, Director of Student Conduct in cases involving student emergencies, including but not limited to, a student medical withdrawal from the university.
- Consults with University officers and CSCU officers on student insurance coverage (as applicable), uniform health forms and system wide procedures.
- Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Must be Medical Doctor licensed or eligible for license to practice in the State of Connecticut
- Minimum of 6 years in the practice of medicine or health care and/or health care administration
- Must possess experience in managing and administering a health care unit, preferably in a school/university setting with a late adolescent/young adult patient population
- Demonstrate familiarity with and competence in the major mental and physical health issues of contemporary college students
- Adhere to a well-conceived philosophy of health care within the context of post-secondary education
- Have familiarity with professional organizations that contribute to the overall health and wellness of college students
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com*

Three (3) individuals applied for this position: Two (2) White Females; and **One (1) AAIANHNPI Female.**

One (1) applicant was determined to be not qualified: One (1) White Female

No applicants were determined to be minimally qualified:

Two (2) applicants were determined to be finalists: One (1) White Female; and **One (1) AAIANHNPI Female**

One (1) AAIANHNPI Female goal candidate was hired for this position.

Contract Compliance Specialist

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time Contract Compliance/Procurement Specialist (SUOAF-Administrator IV) in the Fiscal Affairs Division. The successful candidate will manage contract compliance for all contracts originating from Central Connecticut State University including negotiation, preparation, and contract oversight to ensure proper controls over contracting procedures and contribute to sound fiscal and administrative management.

Position Responsibilities:

Plans and manages all contractual and purchasing activities for the University. This may include assisting with Requests for Proposals (RFP's), Purchase Orders, Personal Service Agreements (PSA's), Student Affiliation Agreements and various license agreements. This also includes assisting in the development, negotiation, and finalization of vendor agreements for signature, as well as monitoring contracts for compliance with State and Federal statutes, Board of Trustees policies, the Attorney General's guidelines, internal procedures and contract terms and conditions.

Develops and implements contract compliance policies and procedures and ensures sound fiscal management and compliance with the State Ethics Code.

Develops training programs for the University regarding PSA's and other types of applicable agreements.

Acts as liaison between the University and the CSCU System Office and Board of Regents, the Office of the Attorney General, the Department of Administrative Services and other state agencies as required of the position.

Performs other duties related to the above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree or certification as a paralegal.
- Ability to develop complex and involved contracts, negotiate these contracts with vendors and service providers, and manage and monitor contracts in accordance with their terms and conditions, State and Federal statutes and regulations, Attorney General guidelines, CSCU and Board of Regents policies and State Code of Ethics.
- Knowledge of the basic principles of risk management and insurance programs including safety and loss control techniques.
- Experience in developing Requests for Proposal (RFP's) and other such justification documents.
- Knowledge of applicable State and Federal statutes, and procurement best practices.

- Ability to manage the work of support staff, if applicable.
- Ability to use personal computers and associated software and excellent interpersonal skills.

Preferred Qualifications:

- Knowledge of basic principles of contract law including the ability to read and understand legal documents is preferred.

Credentials and/or experience substantially comparable to the above may also be considered.

***Advertisements:** CCSU Website, Indeed, Higheredjobs.com, Diversejobs.com, Nacubo*

Forty-six (46) individuals applied for this position: Eleven (11) White Males; Fifteen (15) White Females; **Three (3) Black Males;** Six (6) Black Females; Two (2) Hispanic Males; Two (2) Hispanic Females; **One (1) AAIANHNPI Male;** **Two (2) AAIANHNPI Females;** Two (2) Unknown Males; Two (2) Unknown Females.

Thirty-four (34) applicants were determined to be not qualified: Eight (8) White Males; Nine (9) White Females; **One (1) Black Male;** Five (5) Black Females; Two (2) Hispanic Males; Two (2) Hispanic Females; **One (1) AAIANHNPI Male;** **Two (2) AAIANHNPI Females;** Two (2) Unknown Males; and Two (2) Unknown Females.

Zero (0) applicants were determined to be minimally qualified.

Twelve (12) applicants were determined to be finalists: Three (3) White Males; Six (6) White Females; **Two (2) Black Males;** and One (1) Black Female.

One White Male goal candidate was hired for this position.

Institutional Research and Design Resource Assistant

Selection: One (1) AAIANHNPI Female

Central Connecticut State University’s Instructional Design and Technology Resource Center invites applications for an Instructional Design and Technology Resource Center Assistant. Provides support assistance for programs/systems within the Instructional Design and Technology Resource Center.

Position Responsibilities:

Assists in the planning, organization and coordination of the IDTRC programs/systems to support University faculty and staff. Assists with research and communication to faculty, staff, and vendors on department/program matters. Prepares materials and schedules meetings.

Provides information on the scheduling of training, seminars, and other activities to clients using various methods. Coordinates with other campus departments/activities for optimum utilization of resources.

Provides feedback to the Supervisor to assist with the improvement of department programs regarding the planning, organizing and coordination of activities of the programs/systems supported by the IDTRC.

Assists in the preparation and/or dissemination of services for the marketing of IDTRC programs and/or events with other departments when appropriate.

Assists with developing systems to control intake, process and maintain records, documents and similar materials.

Creates and maintains databases for monitoring various program activities. Prepares reports as needed.

Conducts routine business such as referring clients to appropriate contacts, responding to clients' inquiries, resolving minor problems that may arise, etc.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's Degree. Two years of experience supporting department related programs/systems.
- Considerable knowledge of administrative functions, systems and procedures.
- Demonstrated ability to schedule and prioritize workflow, use a personal computer and standard business software, and effectively communicate interpersonally as well as in writing.
- Must possess strong organizational skills.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicles of Higher Ed., Indeed, Higheredjobs.com, Diversejobs.com, LinkedIn, SIGGUCS.*

Twenty-six (26) individuals applied for this position: Five (5) White Males; Thirteen (13) White Females; One (1) Black Female; One (1) Hispanic Male; Two (2) Hispanic Females; **One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females;** and One (1) Unknown Male.

Nine (9) applicants were determined to be not qualified: One (1) White Male; Three (3) White Females; One (1) Hispanic Male; One (1) Hispanic Female; **One (1) AAIANHNPI Male;** One (1) AAIANHNPI Female; One (1) Unknown Male.

Nine (9) applicants were determined to be a minimally qualified: Three (3) White Males; Four (4) White Females; One (1) Black Female; and One (1) Hispanic Female.

Eight (8) applicants were determined to be finalists: One (1) White Male; Six (6) White Females; and **One (1) AAIANHNPI Female.**

One (1) AAIANHNPI Female goal candidate was hired for this position.

Program Assistant-New Student Programs

Selection: One (1) White Female

Central Connecticut State University invites applications for a Program Assistant in the Office of New Student Programs. The incumbent in this position assists the supervisor with overseeing and

coordinating service and/or program areas which may include one or more of the following: event programming, technical and audio/visual services, facility housekeeping, student organizations and program committees, conference planning, student employment, recreation programs, equipment inventory, information and reception services, etc.

Supervision exercised

Supervises student employees.

Position Responsibilities

Assists with providing on-site coordination of services and programs within assigned area which include one or more of the following: event programming, facility set-up, technical support services, audience management and coordination of campus dining and other support services.

Conducts surveys, focus groups and compiles statistical reports to ensure student satisfaction with service and/or program areas.

Recruits/hires, trains, and supervises student employees and student volunteers within assigned areas.

Assists in the development and implementation of a professional and life skills development plan for assigned student employees and student volunteers as directed by the supervisor.

Prepares reports concerning assigned areas as required.

Performs other duties and responsibilities related to those enumerated above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's Degree required and two years of experience in student services management in higher education.
- Demonstrated ability to supervise student staff and implement student service policies and procedures.
- Demonstrated strong oral and written and organizational skills required.
- Demonstrated knowledge and ability to utilize enterprise software required along with Microsoft Office Suite computer programs.
- Credentials and/or experience substantially comparable to the above may also be considered.

Special Requirement

- The incumbent in this position will be required to work a varied schedule with the emphasis on nights and weekends.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higherjobs.com, The Placement Exchange*

Seventy-three (73) individuals applied for this position: Fifteen (15) White Males; Twenty-nine (29) White Females; **One (1) Black Male;** Three (3) Black Females; One (1) Hispanic Male; Twelve (12) Hispanic Females; **Two (2) AAIANHNPI Females;** Four (4) Unknown Males; and Six (6) Unknown Females.

Sixty-three (63) applicants were determined to be not qualified: Twelve (12) White Males; Twenty-six (26) White Females; **One (1) Black Male;** Three (3) Black Females; One (1) Hispanic Male; Nine (9) Hispanic Females; **Two (2) AAIANHNPI Females;** Three (3) Unknown Males; and Six (6) Unknown Females.

One (1) White Male had an incomplete application. He did not submit the required cover letter or references.

One (1) Black Male, Eleven (11) White Males and one (1) AAIANHNPI Female did not meet the minimum two years' experience in student service management.

One (1) AAIANHNPI Female submitted a late application.

One (1) applicant was determined to be minimally qualified: One (1) Hispanic Female.

Nine (9) applicants were determined to be finalists: Three (3) White Males; Three (3) White Females; Two (2) Hispanic Females; and One (1) Unknown Male.

One (1) White Female Non-goal candidate was hired for this position. She met all the required qualifications and exceeded expectations regarding technical skills, and knowledge of using technology and social media to interact with students. She stated that working with diverse populations is her greatest passion; saying, "Diversity, equity, and inclusion is our work, and it is important to understand the various identities and backgrounds our students bring with them."

The first White Male did not have experience working on a large-scale program or orientation programs. He never addressed supporting students with diverse backgrounds.

The second White Male had little experience with programming or working on large scale programs. On the diversity question he only cited dealing with different languages with international students.

The third White Male goal candidate not selected did not have experience working on a large-scale program. On the diversity question he only discussed connecting low-income students to resources on campus. He also failed to correctly answer the questions regarding connecting with students or orientation programs.

Assistant in Fiscal Affairs

Selection: One (1) White Female

Central Connecticut State University invites applications for an Assistant in Fiscal Affairs in Fiscal Affairs. This position assists with Fiscal Affairs general functions.

Position Responsibilities

Creates and maintains various financial spreadsheets for tracking, recording, analyzing and reporting purposes.

Assists with meeting the financial information needs of the University community, Board of Regents System Office, regulatory agencies and other external parties.

Assists in the operation and record-keeping process for systems on campus, including the on-line State payroll program Core-CT and Banner.

Assists with Business Office/accounting functions such as reconciliations, journal entries and financial reports.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's degree in accounting or business-related field.
- Two years of work experience in accounting or business-related area.
- Demonstrated knowledge and ability in the use of personal computer equipment and standard office software including that supported by the University (Microsoft Office Suite).
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diverse Issues in Higher Ed., Higherjobs.com, Hartford, Indeed, CCSU Website, DAS*

Thirty-seven (37) individuals applied for this position: Eight (8) White Males; Fifteen (15) White Females; Six (6) Black Females; One (1) Hispanic Male; Two (2) Hispanic Females; **One (1) AAIANHNPI Female;** Two (2) Unknown Males; and Two (2) Unknown Females.

Twenty (20) applicants were determined to be not qualified: Six (6) White Males; Five (5) White Females; Four (4) Black Females; One (1) Hispanic Male; One (1) Hispanic Female; Two (2) Unknown Males; and One (1) Unknown Female.

One (1) White Male submitted an incomplete application and provide no references.

Three (3) White Males did not possess a degree in accounting or a business field.

Two (2) White Males had no accounting business experience as required.

No applicants were determined to be Minimally Qualified

Seventeen (17) applicants were determined to be finalists: Two (2) White Males; Ten (10) White Females; Two (2) Black Females; One (1) Hispanic Female; **One (1) AAIANHNPI Female,** and one (1) Unknown Female.

One (1) White Female non-goal candidate was hired for this position. The White Female non goal candidate selected met all required and preferred qualifications. She possesses over 25 years' experience in accounting and business-related fields. Her skills in excel include pivot table, macros, vlookup functions, and extracting data from financial systems for data manipulation. Further she has experience with budget forecasting and analyzing financial statements. Finally, she is a certified public accountant.

The first White Male goal candidate was offered the position and declined.

The second White Male goal candidate not selected did not possess the required experience in accounting and business-related fields. His previous experience was all related to hotel management.

The AAIANHNPI Female goal candidate not selected had been unemployed for more than a decade. Her previous position was as a part time secretary for a local church.

Assistant Director of Grants and Funded Research

Selection: One (1) White Female

Central Connecticut State University invites applications for the position of Assistant Director of Grants and Funded Research in the Office of Grants and Funded Research. The Assistant Director of Grants and Funded Research assists the Director with the operations of the Office of Grants & Funded Research to provide an effective resource for the faculty and staff of CCSU in securing and administering internal and external funding through grants in support of institutional goals and priorities.

Supervision Exercised:

May supervise professional and/or support staff.

Position Responsibilities:

In conjunction with the Director, administers internal grant competitions as assigned by the Office of Academic Affairs by assisting with the selection of committee members, discussing specific guidelines criteria, providing technical assistance to applicants, coordinating the review process, as appropriate, and notifying applicants of review outcome and providing documentation.

In conjunction with the Director, contacts program officers from federal, State and private agencies to discuss preliminary proposal's potential for future funding.

Establishes and maintains a funding information reference center containing government and private agency guidelines and application materials.

Serves as liaison with federal agencies to ensure information is current.

Performs searches for external funding opportunities to support faculty initiatives and disseminates opportunities and Requests for Proposals as appropriate.

Directs applications to the Director of Grants and Funded Research for proposal development.

Maintains a portfolio of smaller grants for which proposal and budget development will be involved, in consultation with and under the supervision of the Director.

In conjunction with the Director, provides technical assistance to faculty in mastering the proposal submission process.

Meets with potential grantees to discuss the research, conduct a funding search, assess the collected results and brief faculty as appropriate.

Assists faculty in obtaining application materials and understanding program requirements.

Assists in the preparation of proposal budgets and in obtaining institutional clearance signatures.

Maintains database system to track faculty research interests and disseminate funding information on a targeted basis.

Establishes and maintains data base systems for tracking grant submissions and awards.

Serves as liaison between grant recipients and the Office of Post-Award Grant Administration to ensure that faculty encounter minimal barriers in the administration of funded projects.
Prepares reports on institutional grant activity as requested.

Notifies grantees of reporting requirements, monitors report submissions and provides technical assistance in meeting reporting requirements.

In cooperation with the Director, conducts workshops for faculty and students explaining the grants process and services provided by the Office of Grants & Funded Research.

Produces and publishes a periodic newsletter and maintains/updates the Department website.

Attends professional conferences, workshops and seminars to develop and maintain knowledge of sponsored programs field and ability to effectively analyze issues and exercise appropriate judgment.
Performs other duties related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's degree and three years' experience in research and development funding.
- Demonstrated ability to communicate and work effectively with faculty and students, and ability to organize and maintain data using computer systems.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU website*

Twenty-five (25) individuals applied for this position: Four (4) White Males; Fourteen (14) White Females; **Two (2) Black Males;** One (1) Black Female; One (1) Hispanic Female; One (1) Unknown Male; and Two (2) Unknown Females.

Fourteen (14) applicants were determined to be not qualified: Three (3) White Males; Seven (7) White Females; **Two (2) Black Males;** One (1) Unknown Male; and One (1) Unknown Female.

Two (2) White Males and one (1) Black Male do not have three years of research and funding experience.

One (1) White Male has an incomplete application without cover letter.

One (1) Black Male did not submit the required cover letter.

No applicants were determined to be minimally qualified.

Eleven (11) applicants were determined to be finalists: One (1) White Male; Seven (7) White Females; One (1) Black Female; One (1) Hispanic Female; and One (1) Unknown Female.

One (1) White Female Non-goal candidate was hired for this position. The White Female non goal candidate selected has more than ten years' experience in obtaining external funding and working in higher education through both her current and prior employment.

The one (1) White Male goal candidate that was not selected was not invited to an on-campus interview. During his initial online interview members of the search committee were concerned about the appropriateness of his comments and agreed that his remarks were unprofessional.

Director of Student Disability

Selection: One (1) AAIAHNPI Female

Central Connecticut State University invites applications for a Director of Student Disability Services. Under the supervision of the Associate Dean of Student Affairs, the Director of Student Disability Services supervises the delivery of comprehensive and coordinated services for students with disabilities, as defined under the 1990 Americans with Disabilities Act (ADA) and Section 504 of the 1973 Rehabilitation Act. The Director serves as the primary liaison with state and private agencies and as a resource to the University and to the public at-large. The Director supervises the professional and paraprofessional staff, manages operating and auxiliary aids budgets, and conducts annual program and service evaluations. The Director researches and remains current on issues related to disability support services in postsecondary education settings.

Supervision Exercised:

Supervises professional and/or support staff.

Position Responsibilities:

Manages, leads, and directs the activities of the office of Student Disability Services and all ADA and Section 504 compliance programs of the University related to student support services.

Serves as a resource to the entire community, including individual faculty, in designing and delivering reasonable accommodations required by the law.

Establishes and maintains collegial and programmatic relationships with student service, academic and administrative departments, including Residence Life, Student Wellness Services, Student Affairs and Academic Affairs.

Supervises and evaluates all professional and support staff of Student Disability Services; selects, trains and supervises all student peer support staff, including graduate interns.

Develops and manages program budgets, including departmental operating budgets, auxiliary aid budgets and funds obtained through grant applications.

Develops and updates, as required, all written policies, procedures and protocols guiding the work of the unit, ensuring policies are consistent with legal mandates related to disability in postsecondary education settings.

Provides training and serves as a resource to all campus constituencies (individual faculty, academic departments, and administrative units) on all aspects of the program, including but not limited to accessibility training, sensitivity to disabilities, emerging trends in disability rights and services.

Engages in collaborative program initiatives with related student service functions, particularly Student Wellness Services.

Coordinates and manages recruitment and pre-enrollment consultations with new students and/or parents to review the IEP and to develop a single coordinated plan of support.

Serves as primary liaison to arrange, manage and evaluate interpreter services, reader services, personal assistant services, TDDs and assistive technologies which are provided by public or private agencies.

Makes referrals to appropriate campus services or community agencies and assists students in assuming the role of self-advocates.

Conducts on-going and end-of-year evaluation activities to assess the effectiveness of the services and satisfactory progress of a student toward his/her academic goal.

Assures highest level of confidentiality for all service providers which reflect the privacy rights of all student clients of the office of Student Disability Services.

May serve as advisor to student organizations which promote University-wide understanding of disability issues.

Serves on committees as authorized by the Associate Dean of Student Affairs and represents the office of Student Disability Services in meetings, seminars and workshops, both on and off campus.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Master's Degree in Special Education, Psychology, Counseling, Social Work or related field.
- Five years of administrative experience with demonstrated ability to relate to students, faculty and staff.
- Proven ability and experience working with students with disabilities and delivering services to them and recognized and proven ability to coordinate a large, multi-faceted program of student support services.
- Demonstrated strong oral and written communication skills and organizational skills.
- Demonstrated ability in utilizing Microsoft Office Suite programs.
- Knowledge of Assistive Learning Technology/Adaptive Devices preferred.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, The Placement Exchange.

Fifty-three (53) individuals applied for this position: Fifteen (15) White Males; Nineteen (19) White Females; Three (3) Black Females; Two (2) Hispanic Females; One (1) AAIAHNP Female; Two (2) Unknown Males; and Eleven (11) Unknown Females.

Forty-four (44) applicants were determined to be not qualified: Fourteen (14) White Males; Sixteen (16) White Females; Three (3) Black Females; Two (2) Hispanic Females; Two (2) Unknown Males; and Seven (7) Unknown Females.

Zero (0) applicants were determined to be minimally qualified:

Nine (9) applicants were determined to be finalists: One (1) White Male; Three (3) White Females; One (1) AAIAHNP Female; and Four (4) Unknown Females.

One (1) AAIAHNP Female goal candidate was hired for this position.

Assistant Director of Financial Aid

Selection: One (1) Black Female, One (1) White Male

Central Connecticut State University invites applications for an Assistant Director of Financial Aid in the In the Financial Aid Office. Under the direction of the Director of Financial Aid, the Assistant Director is primarily responsible for analyzing the financial needs of student applicants, developing an appropriate

financial aid package, and awarding funds. The Assistant Director assists the Director in meeting the administrative needs of the office: 1) Program Management, 2) Personnel Development, 3) Fiscal Management, 4) Public Information, and 5) Long-Range Planning and Development.

Supervision Exercised:

May supervise professional and/or support staff.

Position Responsibilities:

Serves as primary financial aid advising administrator, reviewing and processing student financial aid applications; performs verification as required by awarding agencies, federal and state regulations, and University policies. Serves as a liaison with parents and students, campus faculty, and administrators, and other interests to provide students and the University with effective and efficient service.

Effectively administers state, federal, University, CCSU Foundation, and other financial aid related programs to meet the needs of students and the University. Provides diligent administration of university aid programs to prevent over awards of scholarships, guaranteed student loans, and work-study earnings.

Meets the information needs of the University's students, faculty, and administrators by providing information to students, parents, and other publics concerning financial assistance programs at CCSU and other sources of financial assistance. Assists the Director in the overall coordination, administration and planning of the office. Assists the Associate Director with the maintenance and administration of the software required to administer and deliver financial aid programs.

Performs other duties and responsibilities related to those above that do not alter the basic responsibility of the position.

Required Qualifications:

- Bachelor's degree and at least three years of experience in financial aid administration.
- An advanced degree in Counseling, Student Development, or Accounting is preferred.
- Must possess well developed written and verbal communication skills, demonstrated ability to exercise tact and judgment with a diverse population in a service-oriented environment, knowledge and understanding of financial aid practices with ability to work independently and knowledge of SCT and/or Banner computer systems or comparable higher education system.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, Eastern Association of Financial Aid Administrators, National Association of Financial Aid Administrators, Connecticut Association of Financial Aid Administrators*

Twenty-three (23) individuals applied for this position: Seven (7) White Males; Four (4) White Females; One (1) Black Male; Three (3) Black Females; One (1) Hispanic Male; One (1) Hispanic Female; One (1) AAIANHNPI Female; One (1) Unknown Male; Two (2) Unknown Females; and Two (2) Unknown Unknowns.

Sixteen (16) applicants were determined to be not qualified: Five (5) White Males; Three (3) White Females; **One (1) Black Male;** One (1) Black Female; One (1) Hispanic Male; One (1) Hispanic Female; **One (1) AAIANHNPI Female;** One (1) Unknown Male; One (1) Unknown Female; and One (1) Unknown Unknown.

Five (5) White Males did not meet the minimum qualifications of possessing either a bachelors' degree and/or three years of financial aid experience.

One (1) Black Male and One (1) AAIANHNPI Female had an incomplete application, as they did not include their references.

No applicants were determined to be minimally qualified.

Seven (7) applicants were determined to be finalists: Two (2) White Males; One (1) White Female; Two (2) Black Females; One (1) Unknown Female; and One (1) Unknown Unknown.

One (1) White Male goal candidate and One (1) Black Female Non-goal candidate were hired for this position.

The Black Female has five years' experience in higher education financial aid and compliance with federal and state laws. She is pursuing a doctoral degree in education leadership.

The one (1) White Male goal candidate not selected had no experience working with the federal student aid processes which are essential to this position.

Equity & Inclusion Associate

Selection: One (1) Black Female

Central Connecticut State University invites applications for a full-time Equity and Inclusion Associate in the Office of Equity and Inclusion. The Equity and Inclusion Associate reports to the Senior Equity and Inclusion Officer. The Associate is responsible for conducting & coordinating investigations of complaints concerning discrimination based on protected classifications, including discrimination based on gender under Title IX. The Associate serves as one of the University's primary administrators for cases alleging sexual misconduct sexual assault, dating violence, domestic violence and stalking. The Associate will also be responsible for approving the selection of job applicants for hire, assisting with the preparation and filing of the University's annual Affirmative Action Plan. Some evening and weekend hours will be required.

Required Qualifications:

- Bachelor's degree from an accredited institution.
- Three years of professional experience handling workplace investigations supporting Equal Opportunity, Affirmative Action or Title IX programs.
- Demonstrated ability to develop and edit complex statistical reports including the ability to use database management, spreadsheet, and statistical software, e.g., Microsoft Office Suite.
- Experience handling complaints in the areas of diversity and equity, human resources, or student conduct.
- Demonstrated ability to work independently and within a team environment.
- Excellent organizational and communications skills.
- A record of meeting deadlines and managing multiple tasks with exceptional follow-through skills.

- Proven commitment to serving a culturally diverse community.

Preferred Qualifications:

- Master's degree in human service field
- Five years of professional experience handling workplace investigations supporting Equal Opportunity, Affirmative Action or Title IX programs.
- Experience in a higher education setting
- Experience as an investigator of discrimination complaints
- Knowledge of FERPA, Title VI or Title IX, and other confidentiality laws

An equivalent combination of training and experience may be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, Indeed, CCSU Website*

Thirty-five (35) individuals applied for this position: Six (6) White Males; Seven (7) White Females; **Seven (7) Black Males;** Six (6) Black Females; One (1) Hispanic Female; **One (1) AAIANHNPI Female;** Four (4) Unknown Males; and Three (3) Unknown Females.

Thirty-one (31) applicants were determined to be not qualified: Five (5) White Males; Six (6) White Females; **Six (6) Black Males;** five (5) Black Females; One (1) Hispanic Female; **One (1) AAIANHNPI Female;** Four (4) Unknown Males; and Three (3) Unknown Females.

Five (5) White Males, six (6) Black Males and one (1) AAIANHNPI Female were determined to be not qualified as they did not possess three years professional experience in the field or demonstrated ability to develop and edit complex statistical reports.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalists: One (1) White Male; One (1) White Female; **One (1) Black Male** and One (1) Black Female.

One (1) Black Female Non-goal candidate was hired for this position. She possesses all the preferred qualifications. She has higher education experience in discrimination investigations including Title IX, at a university. In addition, she possesses a JD.

The **Black Male** goal candidate not selected could not adequately answer questions regarding FERPA and/or Title IX, and admitted he had no experience with either. He also lacked experience in higher education which other stronger candidates possessed

The **White Male** goal candidate not selected did not respond to three invitations to interview.

Human Resources Associate

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, Human Resources Associate in the Office of Human Resources. The successful candidate will join a team of dedicated Human Resources professionals supporting a campus rich in diversity and traditions. The ideal candidate will

have experience in retirement benefits counseling and processing for State of Connecticut employees as well as a broad range of human resources functions, including training and presenting to large employee groups. Working in a dynamic, fast-paced, high-volume office, the incumbent will be expected to process a variety of Human Resources transactions utilizing CORE-CT and other computerized platforms; to advise and guide CCSU employees, University Managers and Supervisors in administration of Human Resources policies, procedures, benefits administration and union contract compliance. Candidates are expected to be committed to diversity, equity, and inclusion.

Required Qualifications

- Bachelor's degree from an accredited institution
- Six (6) years of full-time professional Human Resources or employee benefit administration experience
- Experience in employee counseling, including retirement and other employee benefits
- Experience in researching, interpreting and applying Federal and State employment laws and regulations, including Wage and Hour, Family Medical Leave, Civil Rights, Worker's Compensation ERISA, USERRA
- Demonstrated ability to assist in the administration of human resources policies and procedures, employment laws and regulations, and multiple collective bargaining agreements
- Demonstrated ability to work independent and within a team environment
- Excellent organizational, interpersonal and communication skills
- A record of meeting deadlines and managing multiple tasks with exceptional follow-through skills
- Proven commitment to serving a culturally diverse community

Preferred Qualifications

- Bachelor's degree in Human Resources Management and or professional HR certification
- Experience in a higher education setting
- Experience counseling and processing retirement benefits for State of Connecticut employees
- Demonstrated ability to develop, edit and present training and other employee educational programs and materials as well as complex statistical reports including the ability to use database management, spreadsheet, and statistical software, e.g. Microsoft Office Suite
- Demonstrated ability to work in a dynamic, fast-paced, high volume setting
- Demonstrated experience in performing a broad range of Human Resources functions including recruitment, leave benefit administration, employee and labor relations, employee benefit administration, Human Resources Information Systems

An equivalent combination of training and experience may be considered

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CT Chapter IPMA Job Opportunities Page, CCSU Website*

Forty-two (42) individuals applied for this position: Four (4) White Males; Sixteen (16) White Females; One (1) Black Male; Two (2) Black Females; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; Three (3) Unknown Males; Twelve (12) Unknown Females; and One (1) Unknown Unknown.

Twenty-six (26) applicants were determined to be not qualified: Two (2) White Males; Eight (8) White Females; **One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females;** Two (2) Unknown Males; Ten (10) Unknown Females; and One (1) Unknown Unknown.

Two (2) White Males, One (1) AAIANHNPI Male, and One (1) AAIANHNPI Female did not possess six (6) years of full-time professional Human Resources or employee benefit administration experience

One (1) AAIANHNPI Female did not submit a complete application, as she did not include her references.

Six (6) applicants were determined to be minimally qualified: Three (3) White Females; One (1) Black Female; and Two (2) Unknown Females.

Ten (10) applicants were determined to be finalists: Two (2) White Males; Five (5) White Females; **One (1) Black Male;** One (1) Black Female; and One (1) Unknown Male.

One (1) White Female Non-goal candidate was hired for this position. The candidate selected was a human resource generalist for another state agency. She had experience with the full range of human resources transactions including retirement counseling and processing.

The first White Male goal candidate not selected admitted during his interview he had no experience either counseling employees regarding retirement or processing retirement paperwork. He further discussed practicing reverse discrimination in the employment process in his current position.

The second White Male goal candidate not selected had three years HR experience in recruitment. He admitted having no experience in retirement counseling or processing. His only experience with benefits was with medical insurance.

The one (1) Black Male goal candidate not selected was initially included as a finalist per possessing comparable standards. However, all his work experience was in the financial services field. His comparability was due to experience promoting individual retirement accounts for clients. He had no experience counseling employees regarding retirement or processing employees into retirements.

Institutional Research & Assessment Support Specialist

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, Institutional Research and Assessment Support Specialist in the Office of Institutional Research and Assessment. The incumbent of this position assists in the planning, implementation, coordination, and reporting of information about the University, and contributes to long-range planning and program assessment in support of the Office of Institutional Research and Assessment (OIRA) Mission.

Supervision Exercised:

May supervise professional and/or support staff.

Position Responsibilities:

Assists in preparing a variety of high-level reports requested by the BOR, CSCU, U.S. Department of Education, the University, media outlets, accreditors, etc., covering education-related topics such as assessment, institutional effectiveness, cost and productivity, finances, faculty load, enrollment, strategic planning, information contained in college guidebooks, etc.

Coordinates, prepares and reviews information for public-facing reports/surveys as required for internal and external audiences. Works with other offices to identify appropriate data/information needed for college guidebooks/ Common Data Set, etc., and reviews the information for accuracy and completeness and submits reports/surveys in advance of deadlines.

Participates in accurately preparing census files, data bases, and reports and works with the appropriate offices to identify and correct data errors, understand and document irregularities/inconsistencies in the information and resolve issues timely.

Serves as an effective liaison between the University and external entities, and as a liaison between OIRA and campus partners in matters relating to the OIRA or University business.

Creates, maintains and/or distributes reports in support of University reporting, assessment, and planning efforts. May query databases, evaluate information, etc.

Assists with assessment retreats and meetings by preparing materials for evaluation and organizing/creating the databases used for retreats. May generate and customize reports for faculty as needed.

Supports the Associate Vice President and staff of OIRA in responding to general matters/inquiries and performing various departmental functions.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's degree and three years of experience with working with data preparation, coordination and/or reporting.
- Demonstrated proficiency and knowledge working with Microsoft Office, in particular, Excel.
- Must be detail oriented, able to work independently, handle multiple on-going projects, and meet deadlines.
- Strong interpersonal, organizational, and communication (written and verbal) skills are critical as is the ability to work collaboratively with a variety of internal and external constituents.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, Airweb.org, NEean.org, NEAir.org, CONNAir.org*

Thirty-six (36) individuals applied for this position: Eleven (11) White Males; Eleven (11) White Females; Three (3) Black Females; One (1) Hispanic Female; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; Four (4) Unknown Males; and Three (3) Unknown Females.

Twenty-six (26) applicants were determined to be not qualified: Nine (9) White Males; Eight (8) White Females; One (1) Hispanic Female; **One (1) AAIAHNPFI Female;** Four (4) Unknown Males; and Three (3) Unknown Females.

Nine (9) White Males and **one (1) AAIAHNPFI Female** did not possess three years’ experience in data preparation, coordination and/or reporting.

No applicants were determined to be minimally qualified.

Ten (10) applicants were determined to be finalists: Two (2) White Males; Three (3) White Females; Three (3) Black Females; **One (1) AAIAHNPFI Male;** and **One (1) AAIAHNPFI Female.**

One (1) White Female Non-goal candidate was hired for this position. The candidate met all required qualifications. The selected candidate had over nine years’ experience as a data analyst. Her technical scope had always focused on excel, google, and SQL.

One (1) White Male goal candidate was initially offered the position and declined.

One (1) White Male goal candidate and one (1) AAIAHNPFI Female goal candidate withdrew after interview.

One (1) AAIAHNPFI Male goal candidate not selected failed to answer the question on how he deals with handling deadlines.

SECRETARIAL CLERICAL VARIED (Excluding Secretary 2)

Hires		Promotions	
1	White Male	1	White Male
1	White Female	1	White Female
2	Hispanic Females	1	Hispanic Female

Payroll Clerk

Selection: One (1) White Female

Located in New Britain, CT, Central Connecticut State University (CCSU) is a constituent unit of the Board of Regents for Higher Education (BOR), Connecticut State Colleges and Universities. As one of the State of Connecticut institutions of higher learning, CCSU is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. CCSU offers a vibrant learning-centered community dedicated to teaching and to scholarship.

We are accepting applications from candidates who meet the qualifications for Payroll Clerk. This is a first shift, 8:00 a.m. to 5:00 p.m. with an hour lunch, Monday through Friday, 40 hours per week position. The incumbent in this role will be responsible for performing a variety of time and labor, payroll, retirement, and benefit functions.

The ideal candidates will have the following skills:

- Ability to professionally interact in person, via telephone, in writing, and using electronic communication.
- Ability to multitask while effectively managing a high volume of work.
- Knowledge and understanding of payroll processes and working within the restraints of a defined payroll cycle.
- Detail oriented.
- Customer service oriented.
- Highly proficient with Excel.

Selection Plan

Interviews will be limited to candidates whose experience most closely meets the preferred qualifications, so please ensure that your application is complete and details your experience as outlined in this job posting. Please include your resume within the “Resume Tab” of your application. You will be unable to make revisions once you submit your application into the JobAps system. Applications to this recruitment may be used for future vacancies in this job class.

The minimum experience and training requirements must be met by the close date on the job opening, unless otherwise specified.

At any point during the recruitment process, applicants may be required to submit additional documentation, which supports their qualification(s) for this position. These documents may include: performance reviews, attendance reports, supervisory references, college transcripts, licenses, etc. at the discretion of the hiring agency. You do not have to submit these documents with your application

This posting may require completion of additional referral questions (RQs) which will be sent to you via email after the closing date. The email notification will include an expiration date by which you must submit (Finish) your responses. Please regularly check your email for notifications. Please check your SPAM and/or Junk folders, as emails could end up there in error.

Applicants are encouraged to sign on to their Personal Status board daily to monitor their status and check for notices from recruiters. Viewing notices from the board ensures applicants have full visibility of all emailed notices.

Candidates will be required to successfully pass an extensive background check.

For all other inquiries, please contact Gabriela S. Flores-Erao at gabriela.s.flores-erazo@ccsu.edu

Purpose of Job Class (Nature of Work)

In a state agency this class is accountable for preparing and maintaining biweekly regular, overtime, and supplemental payrolls for an assigned group of employees and performing various payroll support activities.

Examples of Duties

Prepares biweekly regular, overtime, and supplemental payrolls: reviews employee time cards and/or timesheets for accuracy and completeness and posts hours worked to a master payroll cards; reviews

personnel and/or payroll change notices and posts changes and/or adjustments to mater files, e.g. new hires, transfers, reclassifications, terminations, retirements, overpayments and/or underpayments, wage increases, deduction changes (health insurance, union dues and/or fees, credit union payments, charitable contributions, bond or sheltered tax annuity payments, group life insurance payments, etc.); calculates gross wages; notes deductions on worksheets and deduction summary sheets; prepares and balances prelists for Central Payroll (Office of State Comptroller), noting both salary and deduction data OR codes standard payroll action forms in conjunction with computerized payroll system; prepares and totals various deduction worksheets, e.g. Credit Union, Medical and/or Insurance providers, etc.; prepares and submits summary sheets and transmittal certificates OR detailed analysis of expenditure reports and expenditure certificates to Central Payroll; verifies check register and printouts from Central Payroll against worksheets and records; performs various clerical accounting functions such as calculating balances and posting charges to expenditure accounts; prepares supplemental payrolls such as longevity payments, vacation pay, promotional adjustments, etc.; calculates and processes retroactive payments, collective bargaining increases and annual increments; performs various clerical accounting functions such as calculation balances and posting charges to expenditure accounts; verifies provider checks issues by Office of State Comptroller against own records; verifies providers' bills in the same manner; keeps abreast of collective bargaining contract requirements and restrictions as related to payroll (dates for salary increases; overtime, shift differential and holiday pay restrictions, etc.); responds to employee inquiries regarding paychecks and payroll practices and procedures; maintains various records and files for payroll data and forms; may calculate workers compensation and/or retirement payments; may calculate and monitor payroll deductions for court ordered wage executions (garnishments); may consult division or facility supervisors regarding employee time recorded; performs related duties as required.

Knowledge, Skill, and Ability

Knowledge of payroll terminology, practices and procedures; knowledge of basic accounting and bookkeeping principles and procedures; knowledge of general office procedures; skill in performing arithmetic computations; basic interpersonal skills; ability to read, understand and apply applicable contract guidelines and regulations; ability to follow complex oral and written instructions; ability to operate office equipment which includes personal computer and other electronic equipment.

Minimum Qualifications – General Experience

Three (3) years of experience in bookkeeping, accounts payable or clerical work involving finances.

Minimum Qualifications – Special Experience

One (1) year of the General Experience must have involved payroll preparation.

Minimum Qualifications - Substitutions Allowed

1. College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of two (2) years.
2. One (1) year as a Financial Clerk performing payroll duties may be substituted for the General and Special Experience

Preferred Qualifications

Preference will be given to individuals with the following experience:

- Demonstrated experience entering and auditing timesheet records in Core-CT.
- Demonstrated experience performing payroll and benefit functions in a complex, unionized environment.
- Demonstrated ability to manually and accurately calculate wages, taxes, deductions as well as other calculations such as longevity, and retirement figures.
- Demonstrated experience in providing detailed information to employees regarding their paychecks and/or benefits.
- Proficiency in utilizing computer databases and software, including Microsoft Word, Excel, and Outlook calendar.
- Demonstrated ability to work collaboratively as part of a team.
- Demonstrated experience producing and processing reports.
- Demonstrated experience working in a confidential environment.
- Demonstrated experience working in a fast paced, multifaceted environment.
- Demonstrated experience auditing and examining documents for completeness and accuracy.

Advertisements: *DAS Website, CCSU Website*

One hundred and ninety-four (194) individuals applied for this position: Twenty-seven (27) White Males; Seventy (70) White Females; Eight (8) Black Males; Twenty-nine (29) Black Females; Eight (8) Hispanic Males; Thirty (30) Hispanic Females; One (1) AAIANHNPI Male; Twelve (12) AAIANHNPI Females; Five (5) Unknown Males; and Four (4) Unknown Females.

One hundred and forty-six (146) applicants were determined to be not qualified: Twenty-five (25) White Males; Forty-eight (48) White Females; Seven (7) Black Males; Twenty-two (22) Black Females; Seven (7) Hispanic Males; Twenty-five (25) Hispanic Females; One (1) AAIANHNPI Male; Six (6) AAIANHNPI Females; Four (4) Unknown Males; and One (1) Unknown Female.

Forty (40) applicants were determined to be minimally qualified: Two (2) White Males; Eighteen (18) White Females; One (1) Black Male; Four (4) Black Females; One (1) Hispanic Male; Five (5) Hispanic Females; Six (6) AAIANHNPI Females; One (1) Unknown Male; Two (2) Unknown Females.

Eight (8) applicants were determined to be finalists: Four (4) White Females; Three (3) Black Female; and One (1) Unknown Female.

One (1) White Female goal candidate was hired for this position. This fulfills the hiring goals for White Females in this category.

Processing Technician

Selection: One (1) Black Female

PURPOSE OF JOB CLASS (NATURE OF WORK)

In a state agency this class is accountable for performing the most complex tasks in carrying out and maintaining a complex clerical processing service having a statewide impact. Services which have a statewide impact are defined as services which directly reach and assist members of the general public.

EXAMPLES OF DUTIES

Performs the most complex duties related to an agency's clerical processing functions; examines incoming materials for accuracy, completeness and conformance to state statutes and regulations; makes corrections and/or additions; devises follow up procedures to efficiently and effectively carry out activities; initiates and maintains communications with a wide variety of resources to verify information and complete transactions including other state employees, offices and outside officials such as attorneys, judicial and social welfare officials or representatives; interprets and applies state statutes and regulations relating to the particular processing service; makes decisions as to case status, transaction permissibility or admissibility; responds to internal and external inquiries for information and assistance; sets up and maintains office procedures, filing and indexing systems and forms for office use and to meet recurring needs; maintains calendars of due dates and initiates recurring work or special clerical projects accordingly; maintains records and logs; prepares status or statistical reports related to processing function; assist in maintaining general files in support of processing function; may process fees and maintain financial records; may lead lower level clerical employees assisting in carrying out processing responsibilities; performs related duties as required.

KNOWLEDGE, SKILL AND ABILITY

Knowledge of office systems and procedures; interpersonal skills; oral and written communication skills; ability to compose effective correspondence and forms; ability to read, comprehend and apply laws, regulations, and procedural guidelines; ability to organize and coordinate workflow; ability to articulate ideas and information effectively; ability to perform research assignments; ability to devise and maintain record keeping and filing systems; ability to examine documents for accuracy and completeness; ability to operate office equipment including personal computers, computer terminals and other electronic equipment; ability to operate office suite software.

MINIMUM QUALIFICATIONS • GENERAL EXPERIENCE

Three (3) years clerical work experience.

MINIMUM QUALIFICATIONS- SUBSTITUTIONS ALLOWED

One (1) year of the General Experience must have involved a full range of clerical duties as an Office Assistant, Interpreter Clerk or its equivalent.

PREFERRED QUALIFICATIONS

- Preference will be given to candidates with the following experience and training:
- Excellent written and oral communication skills
- Excellent organizational skills
- Demonstrated service orientation and services delivery capability to a very diverse public clientele
- Ability to work in a team-based environment, requiring open communication and coordination of work

- Understanding of general office procedures
- Familiarity with use of computer database programs

Four hundred and sixty-one (461) individuals applied for this position: Forty-two (42) White Males; One hundred and seventy-eight (178) White Females; Twenty-three (23) Black Males; Eighty-seven (87) Black Females; Twelve (12) Hispanic Males; **Fifty-seven (57) Hispanic Females;** Three (3) AAIANHNPI Males; Ten (10) AAIANHNPI Females; Fourteen (14) Unknown Males; Thirty-four (34) Unknown Females; and One (1) Unknown Unknown.

Twenty (20) applicants were determined to be not qualified: Four (4) White Males; Four (4) White Females; Two (2) Black Males; Three (3) Black Females; **Three (3) Hispanic Females;** One (1) AAIANHNPI Female; One (1) Unknown Male; One (1) Unknown Female; and One (1) Unknown Unknown.

Four (4) White Males and three (3) Hispanic Female goal candidates were determined to not be qualified as they had incomplete application packages.

Four hundred eighteen (418) applicants were found to be minimally qualified: Thirty-seven (37) White Males; One hundred sixty-six (166) White Females; Twenty-one (21) Black Males; Seventy-eight (78) Black Females; Twelve (12) Hispanic Males; **Fifty-one (51) Hispanic Females;** Two (2) AAIANHNPI Males; Eight (8) AAIANHNPI Females; Twelve (12) Unknown Males and Thirty-one (31) Unknown Females.

These candidates were determined to be qualified per DAS. They only meet the general experience and special experience required per the DAS job specifications, and not the preferred.

Twenty-three (23) applicants were determined to be finalists: One (1) White Male; Eight (8) White Females; Six (6) Black Females; **Three (3) Hispanic Females;** One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; One (1) Unknown Male; and Two (2) Unknown Females.

The Black Female non-goal candidate selected for the position possesses more than 20 years of state experience with increasing levels of clerical complexity. She has experience working with youth files at the Department of Children and Families and experience with quality control and time sensitive documents.

The **one (1) White Male goal candidate** not selected possessed state processing tech experience; however, his duties focused on the ordering of office and postage supplies, and submitting monthly postage reports.

The **first Hispanic Female goal candidate** not selected is currently employed at the campus in a University Assistant non-professional position with event planning. She has no professional work experience and she met only two of the four preferred qualifications.

The **second Hispanic Female goal candidate** not selected has spent the last ten years employed as a holistic nutrition coach.

The **third Hispanic Female goal candidate** not selected possessed a clerical background in small business development. Previously she had been employed as a children's play leader and a personal trainer.

Cash Accounting Clerk

Selection: Two (2) White Females

Purpose of Job Class (Nature of Work)

This class is accountable for collecting large amounts of money and posting to proper accounts.

Guidelines for Job Class

The Cash Accounting Clerk is distinguished from the Financial Clerk in that incumbents must handle large amounts of cash in addition to bookkeeping responsibilities and general clerical work. There is also a higher level of interpersonal contact required of the Cash Accounting Clerk.

Supervision Received

Works under the general supervision of a Head Cash Accounting Clerk or business manager.

Supervision Exercised

May have lead responsibility over clerical support staff as assigned.

Examples of Duties

Performs the following duties to receive funds, to disburse funds, and to record monetary transactions; Receives cash or checks I person or by mail; counts money to verify amounts and issues receipts for funds received; issues change and cashes checks; compares totals on cash register with amount of currency in register to verify balances; endorses checks and totals cash a checks for bank deposit; prepares bank deposit slips; withdraws cash from bank accounts and keeps custody of cash fund;; searches files (manually or using a computer) for proper account information; posts data to accounts and balances receipts and disbursements; answers questions in person or by phone regarding account status; compiles collection and disbursement reports; performs related general office work (typing, filling, etc.) as required.

Knowledge, Skill and Ability

Knowledge of accounting codes; Knowledge of general office procedures; basic bookkeeping skills; interpersonal skills; ability to handle large amounts of money; ability to perform general clerical tasks; ability to operate a variety of office equipment which includes personal computers and electronic equipment, cash registers, and check writing machines.

Minimum Qualifications-General Experience

Two (2) years of clerical experience in accounting, financial record keeping and bookkeeping.

Minimum Qualifications-Substitutions Allowed

College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling six (6) months of experience.

Advertisements: *DAS Website, CCSU Website*

Two hundred and five (205) individuals applied for this position: Sixteen (16) White Males; Sixty-two (62) White Females; Eight (8) Black Males; Forty-six (46) Black Females; Seven (7) Hispanic Males; Thirty-two (32) Hispanic Females; Five (5) AAIANHNPI Males; Thirteen (13) AAIANHNPI Females; Eight (8) Unknown Males; Eight (8) Unknown Females.

Seventy-three (73) applicants were determined to be not qualified by DAS: Eight (8) White Males; Sixteen (16) White Females; Four (4) Black Males; Eighteen (18) Black Females; Two (2) Hispanic Males; **Fourteen (14) Hispanic Females;** Two (2) AAIANHNPI Males; Three (3) AAIANHNPI Females; Four (4) Unknown Males; Two (2) Unknown Females.

These applicants were determined to not possess the minimum qualifications per the Department of Administrative Services.

One hundred and sixteen (116) applicants were determined to be minimally qualified: Seven (7) White Males; Forty (40) White Females; Four (4) Black Males; Twenty-five (25) Black Females; Three (3) Hispanic Males; **Eighteen (18) Hispanic Females;** One (1) AAIANHNPI Male; Ten (10) AAIANHNPI Females; Three (3) Unknown Males; Five (5) Unknown Females.

Of the seven (7) White Male goal candidates: six (6) did not possess ERP or Banner experience; while **one (1) White Male** did not possess cash handling experience.

Of the eighteen (18) Hispanic Female goal candidates: sixteen (16) did not possess ERP or Banner experience; and **two (2) Hispanic Females** did not possess cash handling experience.

Sixteen (16) applicants were determined to be finalists: One (1) White Male; Six (6) White Females; Three (3) Black Females; Two (2) Hispanic Males; Two (2) AAIANHNPI Males; One (1) Unknown Male; and One (1) Unknown Female.

One White Male goal candidate was initially offered the position but declined, choosing to remain in his position at another of the state universities. With that, all remaining goal candidates had been cleared.

One White Female non-goal candidate was then hired for the first position. Though her hire does not address a Hiring Goal, it does fulfill a Promotional Goal for White Females in the Clerical category.

Subsequently, the third rated applicant, an additional **White Female** non-goal candidate was selected for the second position.

SECRETARIAL CLERICAL – SECRETARY 2

Hires		Promotions	
1	Black Female		
1	Hispanic Male		
1	Hispanic Female		

There were no hires into this category during the reporting period.

TECHNICAL PARAPROFESIONAL

Hires		Promotions	
1	White Female		
1	Black Male		
1	Hispanic Female		

Computer Support Assistant

Selection: One (1) White Male

Central Connecticut State University invites applications for a Computer Support Assistant in the Information Technology Department. Under the guidance and supervision of the Director of User Services, this position assists with troubleshooting of computer equipment. This is a trainee position where the incumbent works under the tutelage of the Director of Technical Services.

Supervision Exercised:

As directed, supervises student workers and University Assistants.

Position Responsibilities:

Troubleshoots and resolves problems with computing equipment used by faculty and staff including hardware and software.

Assists as directed in the support of computing facilities including ResNet, computer-equipped classrooms and labs.

Installs desktop and network hardware and software.

Tracks all problem calls assigned and ensures that they are resolved as soon as possible. Maintains up-to-date documentation of support activities in problem resolution system.

Assists with the hardware inventory of all university equipment.

Assists in the development of documentation on topics related to computing.

Assists in related problem diagnosis and support.

Performs other duties and responsibilities related to those enumerated above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree preferred.
- Working knowledge of several of the following areas is required: network operating systems; Internet facilities; Microsoft Office; and Email systems.
- Operating system knowledge of microcomputers; microcomputer hardware and software installation; microcomputer application support experience required.
- Effective interpersonal communication skills required.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, Indeed.com, CCSU Website*

One hundred and Seventy-one (171) individuals applied for this position: Sixty-six (66) White Males; **Four (4) White Females; Nineteen (19) Black Males;** Two (2) Black Females; Thirteen (13) Hispanic Males; **Two (2) Hispanic Females;** Thirteen (13) AAIANHNPI Males; Forty-five (45) Unknown Males; Three (3) Unknown Females; Four (4) Unknown Unknowns.

One hundred and Fifty-nine (159) applicants were determined to be not qualified by DAS: Fifty-eight (58) White Males; **Four (4) White Females; Seventeen (17) Black Males;** Two (2) Black Females; Thirteen (13) Hispanic Males; **Two (2) Hispanic Females;** Thirteen (13) AAIANHNPI Males; Forty-three (43) Unknown Males; Three (3) Unknown Females; Four (4) Unknown Unknowns.

One (1) White Female and Eight (8) Black Males did not submit a complete application with a cover letter, resume, and three references.

Three (3) White Females, Nine (9) Black Males, and Two (2) Hispanic Females did not have experience with hardware and software installation, or microcomputer application support.

Seven (7) applicants were determined to be minimally qualified: Six (6) White Males; **One (1) Black Male.**

One Black Male goal candidate was determined to be minimally qualified as he did not possess the preferred Bachelors' degree.

Five (5) applicants were determined to be finalists: Two (2) White Males; **one (1) Black Male;** and two (2) Unknown Males.

One White Male non-goal candidate was hired for this position. This candidate was in a comparable position at Southern Connecticut State University and possessed experience in all areas of the position.

The one Black Male goal candidate was not interviewed. He was contacted three times, by both phone and email, and failed to respond.

SKILLED CRAFTS

Hires		Promotions	
1	Black Male		
1	Hispanic Male		

There were no accessions into this category during the reporting period.

SERVICE MAINTENANCE (EEO7)

Under the collective bargaining agreement, all service maintenance job opportunities are initially posted within the system and offered based on seniority.

SERVICE MAINTENANCE VARIED (EXCLUDING CUSTODIANS)

Hires		Promotions	
1	White Female		
1	Black Male		
2	Hispanic Males	1	Hispanic Male

1	Hispanic Female		
1	AAIANHNPI Male		

No hires occurred in this category during the reporting period.

SERVICE MAINTENANCE -CUSTODIANS

Hiring	Promotional
2 White Males	None
1 Black Male	
2 Black Females	
1 Hispanic Female	
1 AAIANHNPI Male	

Custodian

Selection: One (1) Hispanic Male

We are accepting applications from candidates who meet the qualifications for a Custodian in the Custodial Services Department. These positions are full-time and are in the Custodial Services Department. The incumbents in these roles will be accountable for independently performing a full range of basic tasks in the cleaning and maintenance of university buildings. Shift and schedule will be determined for 1st, 2nd, and 3rd shift, which may require working on weekends and holidays.

Purpose of Job Class

In a state agency this class is accountable for performing a full range of basic tasks in the cleaning and maintenance of buildings.

Examples of Duties

Performs custodial tasks and maintenance of areas such as dormitories, classrooms, offices, auditoriums, wards, kitchens, dining rooms and lavatories including outdoor areas (i.e. trash around buildings); dusts, mops sweeps, scrubs, strips, waxes and polishes floors using appropriate equipment such as floor polishers and buffers; washes, dusts, and polishes glass including window, woodwork, walls, furniture and metal equipment; makes beds; checks, marks, stores and issues linens, blankets, and clothing (limited to individual's work area not to include counting and inspection for a larger area); collects and counts soil laundry; distributes, empties and sterilizes glassware, wash basins and bedpans; sweeps walks; collects and disposes of trash; reports needs for repairs; performs minor maintenance; runs errands; inspects buildings for damage and reports condition to supervisor; may change light bulbs and replace fuses; may lubricate or tighten door hinges, drawers, cabinets, etc.; may replace ceiling or floor tiles; may remove snow and ice from stairways and walkways around buildings; may sand and salt stairways and walkways; may move furniture and/or set-up classrooms; performs related duties as required.

Knowledge, Skill and Ability

Some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some ability in simple record keeping.

Minimum Qualifications

Any experience and training which would provide the knowledge, skills and abilities listed above.

Special Requirements

Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications.

Physical Requirements

- 1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties.
- 2. A physical examination may be required

Working Conditions

Incumbents in this this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment and/or individuals.

One hundred and eighty-four (184) individuals applied for this position: Sixty-nine (69) White Males; Thirteen (13) White Females; Thirty-two (32) Black Males; Eleven (11) Black Females; Thirty-six (36) Hispanic Males; Seven (7) Hispanic Females; Five (5) AAIANHNPI Males; Two (2) AAIANHNPI Females; Seven (7) Unknown Males and Two (2) Unknown Females.

Five (5) applicants were determined to be not qualified: One (1) White Male; One (1) Black Male; Two (2) Black Females; and One (1) AAIANHNPI Female.

This position is governed by collective bargaining and was awarded to a candidate who possessed seniority rights to the position.

One hundred and seventy-six (176) applicants were found to be minimally qualified: Sixty-eight (68) White Males; Thirteen (13) White Females; Thirty (30) Black Males; Nine (9) Black Females; Thirty-five (35) Hispanic Males; Six (6) Hispanic Females; Five (5) AAIANHNPI Males; One (1) AAIANHNPI Female; Seven (7) Unknown Males; Two (2) Unknown Females.

This position is governed by collective bargaining and was awarded to a candidate who had seniority rights to the position.

Three (3) applicants were determined to be finalists: One (1) Black Male; One (1) Hispanic Male; and One (1) Hispanic Female.

One (1) Hispanic Male non-goal candidate with seniority rights per his union contract, was appointed to the position.

PROTECTIVE SERVICES

GOALS:

Hires		Promotional	
3	White Male		None
1	Black Male		
1	Hispanic Female		

Police Sergeant

Selection: Two (2) White Males

We are accepting applications from candidates who meet the qualifications for a Police Sergeant position. This position is located in the CCSU Police Department and is a full time (40 hours per week) position. Shift placement is to be determined upon shift bidding process for first, second and third shift. May be required to work holidays and weekends.

SELECTION PLAN

All candidates for employment at Central Connecticut State University are subject to a comprehensive pre-employment background investigation, including a psychological, polygraph and medical examination. Selection for employment is contingent upon completion of background investigation. Candidates must possess at all times a valid motor vehicle license and the ability to operate a motor vehicle.

Additionally, candidates at all times must possess and have the ability to exercise all of the requirements of a Police Officer including obtaining certification as a law enforcement officer in the State of Connecticut, the ability to bear and use arms, the ability to obtain and retain Emergency Medical Technician (EMT) Certification. Candidates will be required as assigned to be available for training and work assignments on all shifts, including holidays and weekends.

All applicants must include a resume within the "Resume Tab" of their application with their submission. Applicants invited to interview will be required to submit additional documentation, which supports their qualifications for this position.

PURPOSE OF JOB CLASS

In a state agency, college or university this class is used in two ways:

- Supervising and participating in the activities of an assigned shift engaged in providing for the security and protection of lives and/or property through the enforcement of state statutes and regulations.
- Assisting a Lieutenant in supervising operations of a facility protective services operation.

EXAMPLE OF DUTIES

Supervises and assists an assigned staff in performance of police functions and duties including orientation, training, counseling, evaluation and discipline in accordance with department standards; assigns duties and reviews results for accuracy, effectiveness and conformance with policy; reviews and evaluates courtesy and attitude toward public; studies, analyzes and evaluates tasks performed on shift; reviews and maintains police officer reports, records and logs and submits pertinent reports; coordinates exchange of information among shifts or with other law enforcement agencies; implements established procedures to minimize various law enforcement matters; performs full range of public enforcement, protection, security and administrative functions as assigned to subordinate staff; responds to complaints of police error, improper actions or negligence; supervises, coordinates and conducts investigations, special assignments and emergency response situations; may be temporarily assigned to long term serious investigations; may train, assist in and /or supervise training of departmental personnel; may serve as dispatcher; performs related duties as required.

KNOWLEDGE, SKILL AND ABILITY

Considerable knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of criminal law and court procedures; knowledge of traffic control practices and procedures; basic knowledge of training practices and procedures; considerable interpersonal skills; considerable oral and written communication skills; ability to analyze emergency situations and develop effective courses of action; supervisory ability, ability to utilize computer software.

MINIMUM QUALIFICATIONS-GENERAL EXPERIENCE

Three (3) years of experience as a Police Officer in an organized police department or within state service.

MINIMUM QUALIFICATIONS-SUBSTITUTIONS ALLOWED

A Bachelor's degree may be substituted for one (1) year of the General Experience

PREFERRED QUALIFICATIONS

- Excellent written and verbal communication skills.
- Experience working in a Higher Education environment.
- Experience utilizing computer software, including Microsoft Suite.
- Attention to detail, accuracy, and proofreading skills
- Previous supervision experience in a Police Department

SPECIAL REQUIREMENTS

- Candidates for this class are subject to selection standards pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.
- Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to "arrest and present before a competent authority any person for any offense committed within his precinct." (Connecticut General Statutes 29-18 and/or 10z-142)
- Incumbents in this class must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations promulgated by the Connecticut Police Officer Standards and Training Council. Loss of certification will result in removal from the class.
- Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.
- Incumbents in this class must possess and maintain a valid Motor Vehicle Operator's license.
- Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) certification.
- Incumbents in this class must be eligible and qualified to bear arms.
- Incumbents in this class may be required to travel.

CHARACTER REQUIREMENTS

In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS

- Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required, to perform the duties of the class.
- Applicants may be required to pass a physical examination.

WORKING CONDITIONS

Incumbents in this class may be exposed to unpleasant and/or dangerous situations which could cause injury or loss of life, to uncomfortable weather conditions and/or to confinement within a vehicle for prolonged periods.

CONCLUSION

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.

Advertisements: CCSU Website, DAS Website, PD Facebook Page, CT Noble

Sixteen (16) individuals applied for this position: Eight (8) White Males; Two (2) White Females; Two (2) Black Males; Two (2) Black Females; One (1) Unknown Male; One (1) Unknown Female

Five (5) applicants were determined to be not qualified: Two (2) White Males; One (1) Black Male; One (1) Black Female; One (1) Unknown Female.

Six (6) applicants were found to be minimally qualified: Two (2) White Males; Two (2) White Females; One (1) Black Male; One (1) Unknown Male.

Five (5) applicants were determined to be finalists: Four (4) White Males; One (1) Black Female

Two (2) White Male goal candidates were hired for this position.

Police Officer

Selection: One (1) White Female

We are accepting applications from candidates who meet the qualifications for a Police Officer position. This position is located in the CCSU Police Department and is a full time (40 hours per week) position. Once hired, the shifts will be determined for 1st, 2nd, and 3rd shift. Individuals in these positions may be required to work holidays and weekends. Incumbents will be required to successfully complete the training and probationary requirements for appointment to the Police Officer with responsibility for protection of life and property.

Duties will include:

- Provide crowd control at various CCSU events and activities
- Monitor designated areas to ensure physical security and authorized access in order to prevent theft, trespass, vandalism, or violation of state statutes or regulations
- Give Direction and routine information to the public
- Participates in evacuation activities in event of fire, bomb threats or other potential disasters
- Operates firefighting apparatus if needed

- Conduct cruiser or foot patrols
- Conduct Bicycle patrols as weather permits
- Provide traffic and/or crowd control
- Assess nature of further assistance needed and makes timely and appropriate arrangements
- Gather background information and provide threat assessments regarding high risk locations safety of persons or property, biological or physical threats
- Respond to emergency situations and provide CPR or first aid to injured parties
- Assist State Police in investigation of major criminal acts
- Be required to maintain building security and perform patrol duties at time of heightened alert level under Homeland Security jurisdiction
- Direct traffic and enforces motor vehicle and parking regulations
- Initiate and conduct criminal and other investigations of violations, suspicious activities or reports of incidents occurring within jurisdiction
- Conduct on site investigations, question witnesses, arrest individuals at scene and issue summons
- Record information
- Apply for and serve arrest warrants
- Process paperwork on arrests and activity reports

Purpose of Job Class

In a state agency, college or university, this class is accountable for independently performing a full range of tasks in the protection, safety and security of individuals and property with full police powers and responsibility for law enforcement.

Knowledge, Skill and Ability

Knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control practices and procedures; knowledge of criminal law and court procedures; considerable interpersonal skills; oral and written communication skills; ability to analyze emergency situations and develop effective courses of action; ability to utilize computer software.

Minimum Qualification

Certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Connecticut Police Officer Standards and Training Council.

Note: Candidates with a pending certification status may be employed on a temporary basis pending re-certification by the Connecticut Police Officer Standards and Training Council.

Minimum Qualifications-Substitutions Allowed

Successful completion of prescribed training and probationary requirements set forth in the class of Protection Services Trainee.

Preferred Qualifications

- Excellent written and verbal communication skills
- Experience working in Higher Education environment
- Experience utilizing computer software, including Microsoft Suite
- Attention to detail, accuracy, and proofreading skills

Special Requirements

- Applicants must be United States Citizens.
- Candidates for this class are subject to selection standards pursuant to Section 7 -294-a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.
- Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to “arrest and present before a competent authority any person for any offense committed within his precinct.” (Connecticut General Statutes 29-18 and/or 10a-142)
- Incumbents in this class must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294-a-e or of the Connecticut General Statutes and regulations promulgated by the Connecticut Police Officer Standards and Training Council. Loss of certification will result in removal from the class.
- Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.
- Incumbents in this class must possess and maintain a valid Motor Vehicle operator’s license.
- Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) certification.
- Incumbents in this class must be eligible and qualified to bear arms.
- Incumbents in this class may be required to travel.
- Department of Energy and Environmental Protection: Incumbents in this class will be required to obtain and retain a Standard First Aid certificate and CPR certificate and participate in any job-related training sessions.
- Department of Energy and Environmental Protection: Incumbents in this class must be willing to accept assignments or transfers to any region of the state consistent with departmental policies stipulations and work a flexible schedule.

Character Requirements

In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

Physical Requirements

- Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required to perform the duties of the class. A physical fitness assessment will be required of all applicants.
- A comprehensive medical examination, including a controlled substance screening, will be required of all applicants upon a conditional offer of employment.
- Department of Energy and Environmental Protection: Incumbents in this class must be able to pass a swim test including swimming 100 yards within four (4) minutes.

Advertisements: *CCSU Website, DAS Website, PD Facebook Page, CT Noble*

Eighty-six (86) individuals applied for this position: Eighteen (18) White Males; Seven (7) White Females; Twenty-eight (28) Black Males; Eight (8) Black Females; Fifteen (15) Hispanic Males; Four (4) AAIAHNP Males; Two (2) Unknown Males; Four (4) Unknown Females.

Seventy-six (76) applicants were determined to be not qualified: Sixteen (16) White Males; Five (5) White Females; **Twenty-five (25) Black Males;** Seven (7) Black Females; Fourteen (14) Hispanic Males; Four (4) AAIANHNPI Males; Two (2) Unknown Males; and Three (3) Unknown Females.

Fifteen (15) White Males and Twenty-four (24) Black Males were determined to be not qualified by the DAS review.

One (1) White Male and One (1) Black Male did not meet the Special Requirements of the position.

No applicants were found to be minimally qualified.

Ten (10) applicants were determined to be finalists: Two (2) White Males; Two (2) White Females; **Three (3) Black Males;** One (1) Black Female; One (1) Hispanic Male; One (1) Unknown Female.

One (1) White Female non goal candidate was hired for this position. The White Female non goal candidate selected has over twenty-four years law enforcement experience including time as a youth resource officer, DARE officer, and field training officer. She possesses both a bachelors and masters' degree graduating with Magna Cum Laude honors.

The first **White Male** goal candidate not selected withdrew from the search and was subsequently hired as a sergeant. That search is explained in more detail in this category.

During the background checks the second **White Male** goal candidate not selected was discovered to not currently be POST certified which is required for the position.

The first **Black Male** goal candidate not selected stated during his interview that he "did not know much" about either the university or its police department. His experience had been as a school resource officer working with children.

The second **Black Male** goal candidate not selected did not meet any of the preferred qualifications. He failed to answer a question on a basic policing scenario regarding jurisdiction and he incorrectly answered the question regarding consent to search motor vehicles stopped for an administrative violation.

The third **Black Male** goal candidate not selected had only two months experience in law enforcement.

PROMOTIONAL GOALS ANALYSIS

EXECUTIVE ADMINISTRATIVE (EE01)

Promotions	
1	White Female

Associate VP for Graduate Studies

Selection: One (1) White Female

The Associate Vice President for Graduate Studies, Research & Faculty Development (AVP-GSRFD) reports to the Provost & Vice President of Academic Affairs regarding the three functions identified in the position title. Related to the School of Graduate Studies, the AVP-GSRFD provides leadership and coordination for the university's graduate programs, fulfilling the specified functions of the "Dean of the Graduate School" as referenced in existing university policies and procedures. The AVP-GSRFD leads and oversees the operations of the Office of Grants & Funded Research and its related activities and responsibilities. The AVP-GSRFD also works campus wide with the academic units and personnel in overseeing and delivering faculty development opportunities to CCSU faculty.

The AVP-GSRFD supervises directly individuals serving in the following roles: Assistant Dean of Graduate School, Director of Grants and Funded Research, Supervisor of the Instructional Design & Technology Resource Center, Administrator of the Institutional Review Board, Administrative Assistant for the Graduate School, Secretary 2 to support IRB activities, and half-time University Assistant supporting activities of the Center for Teaching & Faculty Development.

The Associate Vice President for Graduate Studies, Research, & Faculty Development performs the following duties and responsibilities:

- Policy Development-Works with the Graduate Studies Committee in performing its role of reviewing and recommending graduate course and program proposals, recommending academic policies, hearing appeals regarding administrative actions related to graduate students, recommending scholarship awards, and developing graduate policies and procedures.
- Planning and Assessment-Works with deans, chairs, program coordinators, and faculty in overall graduate school planning and assessment activities.
- Graduate Student Issues-Addresses student issues with appropriate consultation with deans and faculty and with university personnel in all university divisions.
- Graduate School Marketing-Works with CCSU's Marketing & Communications unit and with Enrollment Management in planning and supporting the launch of new graduate programs and promoting existing programs.
- Graduate Admissions-Works with Enrollment Management in developing graduate recruitment plans and activities. Serves in a liaison role among academic units and enrollment management regarding graduate recruitment. Handles appeals of graduate admissions decisions through established processes.
- Graduate Registrar-Oversees the work of the assistant Dean in establishing graduate students' planned programs of study, conducting degree audits, and confirming degree completions.
- Dismissals and Appeals-Conducts dismissal and any subsequent dismissal appeals process.
- Thesis/Dissertation Oversight-Ensures standards for theses and dissertations are met. Provides final approval for all capstone work for graduate students.
- Graduate Curriculum-Supports planning and development of graduate curriculum. Works with academic units to ensure students have the opportunity to make appropriate progress toward degree completion.
- Graduate Website-Works with Marketing and Communications, IT, schools/college, and departments to develop and maintain websites for graduate programs.
- Graduate Assistant & Interns-Oversees the process of awarding and assigning graduate assistants and graduate interns.
- Commencement-Serves in a liaison role regarding commencement exercises for graduate students.
- Graduate Student Association-Works as the administrative liaison with the Graduate Student Association.

- Committee Memberships-In performing the role of dean, serves on the Curriculum Committee, Graduate Studies Committee, Provost's Council, and Faculty Senate.

Research and Sponsored Programs

- Contracts and Grants-Oversees the Office of Grants and Funded Research related to development, submission, performance, and compliance of grant and sponsored program activity.
- Research Councils-Supervises the IRB Administrator and oversees the activities of the Human Studies Council. Appoints the five-member committee. Oversees the activities of the Institutional Animal Care & Use Council. Appoints the six-member committee. Develops and monitors standard operating procedures for both units. Serves as Institutional Officer for all IRB research.
- Undergraduate Research-Promotes and coordinates university-wide efforts to provide undergraduate research opportunities for CCSU students and to participate in statewide and national undergraduate research activities. Oversees the annual Undergraduate Research and Creative Activity Day event.

Faculty Development

- Instructional Design & Technology Resource Center-Oversees the functions, operations, and performance of the IDTRC.
- Center for Teaching & Faculty Development-Provides direct leadership in planning, developing and delivering teaching and faculty development opportunities for CCSU faculty.
- Faculty Day and Excellence in Teaching Awards-Coordinates planning and delivery of the annual Faculty Day event and coordinates with the Excellence in Teaching Committee the Faculty Excellence in Teaching Awards event.
- New-faculty Orientation-Coordinates and hosts the formal orientation program for new faculty members each fall.
- Monthly New Faculty Luncheons-Plans, organizes, and delivers a monthly meeting for new faculty throughout the academic year designed to help new CCSU faculty members achieve greater success.

University Wide

- Online Instruction-Serves in a liaison role among the deans, chairs, Online Committee, and IDTRC staff to plan and promote online course and program development. Advises the provost and council of Deans regarding best practices for online instruction and training for faculty. Works with deans and chairs to ensure accreditation standards are met for online course delivery. Coordinates faculty training for online instruction.
- Liaison with Student Affairs-Serves in a liaison role with the leadership and staff of the Division of Student Affairs in providing support for graduate students and in addressing graduate-student issues.
- Committees-Serves as a member of university-wide committees including the following: Council of Deans, Enrollment Management Council, and the Faculty Senate Online Committee.

Required Qualifications

- Successful experience as a collegiate faculty member
- Successful record of research and publication
- Successful experience in graduate teaching
- Effective communication skills
- Successful performance of administrative functions

Preferred Qualifications

- Evidence of academic performance sufficient to qualify for faculty rank at the level of associate professor or professor.
- Administrative experience in higher education
- Experience teaching online and/or hybrid courses
- Strong knowledge of collective bargaining agreements
- Success proposing, acquiring, and complying with provisions of grants and contracts
- Experience with program-review, unit-annual-review, and program-proposal processes

Advertisements: *Diverse Jobs, CCSU Website*

Fourteen (14) individuals applied for this position: Seven (7) White Males; **Four (4) White Females;** One (1) Black Male; One (1) AAIANHNPI Male; and One (1) Unknown Female.

Eight (8) applicants were determined to be not qualified: Three (3) White Males; **Two (2) White Females;** One (1) Black Male; One (1) AAIANHNPI Male; and One (1) Unknown Female.

Six (6) applicants were determined to be qualified and interviewed: Four (4) White Males; and **Two (2) White Females.**

One (1) White Female goal candidate was promoted into this position. This fulfills the promotional goal for White Females in this category.

Dean School of Business

Selection: One (1) White Male

The dean serves as the chief academic officer and administrative leader of the School of Business at Central Connecticut State University. The dean reports to the provost and vice president for academic affairs. He or she works with the president, vice presidents, deans, School of Business faculty, administrative staff, and students in ensuring School of Business programs meet high standards of academic excellence. The School of Business offers bachelors' degrees, masters' degrees, and certificate programs in business and accounting.

The dean is charged with creating an environment that will support the development, implementation, growth, and expansion of undergraduate and graduate opportunities in business to serve the needs of students, business and industry in and connected to Connecticut, and through interdisciplinary connections with colleagues from across the CCSU campus and CSCU system. The School of Business operates with five departments: (1) Department of Accounting, (2) Department of Finance, (3) Department of Management and Organization, (4) Department of Management Information Systems, and (5) Department of Marketing. The School of Business is accredited by AACSB International. In addition, the dean oversees the operations of the School of Business Student Services Center, the advising center for business students.

The dean holds overall responsibility for approximately 50 full-time faculty members and support staff that includes an associate dean, assistant dean, MBA director, MBA graduate advisor, an advising & career exploration specialist, an advising and student support specialist, an administrative assistant, and two secretaries. As of Fall 2019, the School of Business served 2,025 headcount students, 1,736 undergraduates and 289 graduate students. The dean's responsibilities include the following:

Academic Leadership

- Works with School of Business faculty in establishing the vision, mission, and strategic directions for the programs and units housed in the school.
- Ensures compliance with the standards of the New England Commission of Higher Education and AACSB International.
- Develops and maintains partnerships with business and industrial organizations and with governmental entities in Connecticut and the Northeast.
- Supports the teaching, research, and service missions of the school and the university.
- Leads school-wide actions of faculty and staff in student recruitment and retention activities collaboratively among academic affairs, enrollment management, and student affairs.
- Reviews and resolves students' academic concerns.
- Encourages and supports development of grant proposals; ensures appropriate administration of grants awarded within the constraints of university policy and process.
- Accountable for meeting enrollment goals established through university-planning processes.

Personnel

- Supervises an associate dean, assistant dean, staff, chairs, and faculty in the School of Business.
- Ensures appropriate search processes are completed prior to recommending specific candidates for full-time faculty positions to the provost and president. Oversees the hiring of part-time faculty.
- Manages the selection, development, and placement of faculty in the School of Business. Directs and leads chairs regarding academic standards, required faculty qualifications, and allocation of faculty to program offerings, achieving effective assignment of faculty within budget constraints.
- Works with chairs in establishing faculty workload assignments to meet the needs of CCSU students, in support of the CCSU mission, and consistent with the collective bargaining agreement between the CSCU and the AAUP.
- Evaluates the performance of School of Business full-time faculty consistent with the agreement between the CSCU and the AAUP.
- Ensures completion of the annual performance-evaluation processes for all classifications of non-AAUP employees in the School of Business.

Budget and Facilities

- Coordinate input into the annual CCSU budget-development process.
- Oversees budgets for School of Business programs and activities.
- Works with university-level facilities, safety, and information technology staff to plan for emerging and future needs and ensure ongoing currency of School of Business equipment and facilities.

Academic Policy

- Ensures the establishment and periodic revision as necessary of a written description of an internal School of Business governance system. Ensures compliance with governance system.
- Participates in the development of university-wide academic policy through the Council of Deans and other university-level committees and groups as assigned by the provost and/or president.

Curriculum and Program Development

- Ensures new-program and course development and revision are consistent with the strategic directions of the university and the School of Business.

- Manages with chairs the course offerings in each School of Business department. Reviews enrollments, timing of course offerings, faculty teaching loads, and appropriateness of courses and schedules for degree-program objectives.
- Works with faculty to ensure that program review processes assess outcomes and direct needed revisions.

University Leadership

- Participates in university-level leadership as a member of the Council of Deans.
- Provides leadership in developing and implementing the strategic initiatives of CCSU.
- Accountable for fundraising for the School of Business.
- Establishes and maintains a school-level advisory committee of external industry, community, and disciplinary leaders for advice and fiscal support.
- Supports the advancement and development functions of CCSU by developing strong connections to national disciplinary organizations, local and national industry and governmental organizations, and individuals who may serve as potential donors.
- Avoids conflicts of interest in which financial or other personal considerations may compromise, or give the appearance of compromising, the allocation of professional time, energy, or judgment in administration of the duties of dean.

Required Qualifications

- Earned doctorate.
- Ability to establish, foster and maintain relationships with key stakeholders, e.g., students, faculty, staff, and community and industry partners.
- Successful university-level faculty experience.
- Demonstrated success planning and managing budgets.
- Demonstrated commitment to shared governance and collaboration.
- Demonstrated commitment to diversity and inclusion.
- Effective written, oral, and interpersonal communication skills.

Preferred Qualifications

- Earned doctorate in an academic field related to the programs housed in the School of Business.
- A record of teaching, research, and service that meets the qualifications of a senior faculty rank.
- Demonstrated success administering academic programs as a department chair or equivalent.
- Leadership experience in a collective-bargaining environment.
- Demonstrated successful experience with regional and AACSB accreditation processes.
- Demonstrated success with grants and contracts.
- Successful fund raising.
- Demonstrated success in new-program development.

Advertisements: *Chronicle of Higher Ed, Higher Ed Jobs, Diverse Jobs, CCSU Website*

Thirty-eight (38) individuals applied for this position: Fourteen (14) White Males; Two (2) White Females; Three (3) Black Males; Twelve (12) AAIANHNPI Males; Two (2) AAIANHNPI Females; Five (5) Unknown Males.

Twenty-five (25) applicants were determined to be not qualified: Ten (10) White Males; Two (2) White Females, Three (3) Black Males; Six (6) AAIANHNPI Males; One (1) AAIANHNPI Female; and Three (3) Unknown Males.

No applicants were determined to be minimally qualified.

Thirteen (13) applicants were determined to be qualified and interviewed: Four (4) White Males; Six (6) AAIANHNPI Males; One (1) AAIANHNPI Female; and Two (2) Unknown Males.

One (1) White Male candidate was promoted into this position. There were no goal candidates as there were no remaining promotional goals in this category. This promotion satisfies and fulfills the Hiring Goal for White Males in this category.

Associate Dean of Planning

Selection: One (1) White Female

Central Connecticut State University invites applications for the position of Dean of Planning and Resources, Ammon College of Liberal Arts and Social Sciences (CLASS). The Associate Dean for Planning and Resources, Ammon CLASS provides leadership across a range of the College's activities with a special emphasis upon instructional resources, infrastructure and technological planning, and budgetary oversight.

Position Responsibilities: Provides leadership and oversees faculty-workload planning, coordination of instruction, and development and renovation of academic spaces. Works with the Dean in developing annual budget proposals including capital equipment requests. Monitors expenditures in the Dean's Office and academic departments.

Responsible for tracking faculty load including instructional and non-instructional reassigned time. Reviews course enrollments and other institutional data to develop an annual instructional plan consistent with resources allocated by Academic Affairs. Oversees the semiannual review of faculty proposals for research reassigned time.

Maintains an awareness of national trends in the areas of higher education administration, strategic planning, and instructional innovation and utilizes this information to develop workshops for department chairs and program coordinators to support them in their roles and other relevant areas.

Works with other members of the Dean's Office team to facilitate new academic program development, promote community engagement initiatives, develop additional sources of funding, and champion both the CLASS and CCSU.

Serves as the Dean's designee on University committees and represents the Dean's Office at workshops and meeting off campus as necessary.

Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications

- Doctoral degree and seven years of higher education experience in either student academic services and/or academic administration, preferably at the level of department chair or assistant chair.
- Excellent ability to communicate effectively both orally and in writing.
- Demonstrated supervisory experience.
- Demonstrated effectiveness in an environment requiring teamwork and ability to relate to students at different levels of academic progress.
- Demonstrated commitment to serving students from diverse backgrounds and promoting an inclusive and equitable environment.
- Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, Inside Higher Ed Careers, Diverse Jobs*

Twenty-seven (27) individuals applied for this position: Fourteen (14) White Males; Six (6) White Females; Two (2) Black Males; One (1) Black Female; One (1) AAIANHNPI Male; Two (2) Unknown Males; One (1) Unknown Female.

Seventeen (17) applicants were determined to be not qualified: Eight (8) White Males; Three (3) White Females; One (1) Black Male; One (1) Black Female; One (1) AAIANHNPI Male; Two (2) Unknown Males; One (1) Unknown Female.

One (1) applicant was found to be minimally qualified: One (1) White Male.

Nine (9) applicants were determined to be finalists: Five (5) White Males; Three (3) White Females; One (1) Black Male.

One (1) White Female candidate was promoted into this position. There were no goal candidates as there were no remaining promotional goals in this category. This promotion satisfies the remaining Hiring Goal for White Females in this category.

Professor to Associate VP for Academic Affairs Planning and Resources

Selection: One (1) White Female

Central Connecticut State University invites applications for Associate Vice President for Academic Affairs-Planning and Resources. The Associate Vice President for Academic Affairs-Planning and Resources reports to the Provost & Vice President for Academic Affairs. The incumbent in this position will perform budget planning, tracking, analysis, processing, and reporting for the Office of the Provost. In addition, he or she tracks faculty-workload planning and mid-term changes; compiles required information to create the annual instructional plan; and analyzes division, school, and department plans and records. The AVPP-PR creates and maintains up-to-date lists and descriptions of the current use of non-classroom academic space, performing an annual analysis of space usage. The AVPP-PR provide administrative support for the provost's role in CCSU's unit annual-report process; coordinates feedback for unit and annual reports and program-review processes; and ensures accuracy and completeness of CCSU's program-proposes documents considered by the University Planning and Budget Committee, the Integrated Planning Council, the CCSU Academic Council, and the BOR Academic and Student Affairs Committee.

The Associate Vice President for Academic Affairs-Planning and Resources performs the following duties and responsibilities:

- Maintains provost's records of all sources of revenue and expenses by units in Academic Affairs.
- Provides administrative support for budget development processes in Academic Affairs.
- Monitors expenditures against the established Academic Affairs budget.
- Tracks and confirms funding assigned to Academic Affairs PCNs.
- Processes budget transfers, purchase requisitions, and other budget-related documents for review and approval by the provost.

Faculty Workload & Instructional Planning, Tracking, and Analysis

- Receives from deans and records changes in planned and actual full-time faculty members assigned instructional and non-instructional loads. Serves as a liaison between and among the provost, deans, and institutional research regarding faculty appointments, faculty status, assigned instructional units, assigned non-instructional units, and overloads.
- Monitors accuracy of each semester's schedule and full-time faculty assignments. Identifies and reconciles inconsistencies among current-terms records of the provost, deans, and institutional research.
- Analyzes and reports relative equity among schools and departments non-instructional workload assignments.
- Receives and records initial written instructional re-assignment expectations issued by deans to faculty. Reviews and notes for the provost and deans' potential inconsistencies in load-credit assignments and expectations.
- Works with Institutional Research in monitoring course planning of each school and college per academic term to identify potential courses that may be exceeding or falling short of student demand based on numbers of declared majors, and progress toward degree completion. Shares findings and conclusions with the provost and deans at appropriate points in the schedule-building and enrollment cycle.
- Creates annual instructional plan table and adjusts the plan as changes are made throughout each academic term. Computes the anticipated part-time faculty cost initially by April 15 for the subsequent academic year.

Academic Facilities and Space Usage

- Creates and monitors an UpToDate list of academic office space, workspace, school/department student activity space, gallery space, display space, and storage space. Works with the registrar in tracking classroom and laboratory space.
- Performs an annual analysis of space use against measurement parameters of numbers of full and part time faculty, full time equivalent faculty, staff, headcount majors, class enrollments, and lab usage.

Program Review and Annual Unit Reviews

- Manages the logistics related to the unit annual-review process.
- Compiles unit annual-review report data into summary form for comparison and analysis.
- Manages provost's process of program and annual review feedback to academic and administrative units in Academic Affairs.

Program Proposals

- Advises faculty, chairs, and deans in development of academic program proposals that are considered by the university Planning and Budget Committee and the Integrated Planning Council.
- Confirms concept papers and program proposal documents are consistent with CSCU program proposal process prior to documents being forwarded to the Academic Council and/or the BOR Academic and Student Affairs Committee.
- Generates notifications to deans, chairs, and program directors. Coordinators regarding actions taken by UPBC and IPC regarding academic program concept papers and program proposals.
- Coordinates collection of data and reporting to the CSCU Provost as directed by the provost.

Required Qualifications

- Successful experience as a collegiate faculty member.
- Experience planning and/or managing unit budgets.
- Ability to create and maintain electronic records.
- Skills analyzing data, identifying relevant findings, drawing conclusions, and making recommendations.
- Effective communication skills.

Preferred Qualifications

- Evidence of academic performance sufficient to qualify for faculty rank at the level of associate professor or professor.
- Demonstrated experience providing budget planning, support, and analysis for business, government, non-profit, or educational organizations.
- Administrative experience in higher education.
- Strong knowledge of collective bargaining agreements.
- Success proposing, acquiring, and complying with provisions of grants and contracts.
- Experience with program-review, unit annual review, and program proposal processes.

Advertisements: *CCSU Website, Diverse Jobs*

One (1) individual applied for this position: One (1) White Female.

No applicants were determined to be not qualified.

No applicants were determined to be minimally qualified.

One (1) applicant was determined to be a finalist: One (1) White Female.

One (1) White Female candidate was promoted into this position. There were no remaining promotional goals in this category as all goals have been met.

FACULTY (EEO2)

In this category, the American Association of University Professors (AAUP) Collective Bargaining Agreement (Article 4.11) governs promotions. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the department chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract. The faculty member's portfolio is reviewed

and evaluated by the DEC, the appropriate dean, and the Promotion and Tenure Committee (P&T), with each making a recommendation based on the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement. The P&T forwards these recommendations the President and pursuant to Article 4.11.14, the President makes recommendations for promotion and/or tenure to the Board of Trustees, based on the above noted criterion. If the President determines that the faculty member’s portfolio has not met the criterion set forth in the Collective Bargaining Agreement, that faculty member is not recommended for promotion and/or tenure. This is an annual procedure.

PROFESSOR

Promotions	
19	White Females
5	Hispanic Females
7	AAIANHNPI Males
2	AAIANHNPI Females

Nine (9) faculty members applied for promotion to Professor: Four (4) White Males; **Four (4) White Females; and One (1) AAIANHNPI Male.**

Four (4) applicants were recommended for promotions to Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: One (1) White Male; **Two (2) White Females; and One (1) AAIANHNPI Male.**

Of the four (4) promotions that occurred in this category, the University achieved three (3) established promotional goals: **Two (2) White Females; and One (1) AAIANHNPI Male.**

Five (5) applicants were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement: Three (3) White Males; and **Two (2) White Females.**

Thus, out of the five (5) applicants who were goal candidates, the University achieved three (3) goals: **Two (2) White Females; and One (1) AAIANHNPI Male.**

- In addition, the AAIANHNPI Male Provost of the University asked to be returned to the ranks of Faculty during the reporting period. This is presented only as an explanation of all accessions into the category.

ASSOCIATE PROFESSOR

Promotions	
1	Black Female
1	Hispanic Male
3	AAIANHNPI Females

Eighteen (18) faculty members applied for promotions to Associate Professor: Six (6) White Males; Seven (7) White Females; One (1) Black Male; One (1) Hispanic Female; One (1) AAIANHNPI Male and **Two (2) AAIANHNPI Females.**

Seventeen (17) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: Five (5) White Males; Seven (7) White Females; One (1) Black Male; One (1) Hispanic Female; One (1) AAIANHNPI Male and **Two (2) AAIANHNPI Females.**

Of the seventeen (17) promotions that occurred in this category, the University achieved two (2) established promotional goals: **Two (2) AAIANHNPI Females.**

One (1) applicant was denied promotion because he failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement: One (1) White Male.

Thus, out of the two (2) applicants who were goal candidates, the University achieved two (2) goals: **Two (2) AAIANHNPI Females.**

ASSISTANT PROFESSOR

Promotions	
0	

No promotional goals were established, and no promotions occurred during the reporting period.

COACHING

Promotions	
0	

No promotional goals were established, and no promotions occurred during the reporting period.

PROFESSIONAL/NON-FACULTY (EEO3)

Promotions	
0	

Collection Agent

Selection: One (1) Black Male

We are accepting applications for a full-time Collection Agent to work in the Bursar's Office. This position is 1st shift, 8:00 a.m. to 5:00 p.m. with one hour lunch, Monday through Friday, 40 hours/week. This position requires working occasional nights and weekends for special events.

In order to be considered for this job opening, you must be a current State of CT employee of the Board of Regents, who has permanent state status*, and meet the Minimum Qualifications as listed on the job opening. You must specify your qualifications on your application. *For employees in the classified service, permanent status is obtained after successful completion of a working test period. For employees in the unclassified service, permanent status is obtained after serving in a position for at least six months (full-time or fulltime equivalent). Due to the volume of applications anticipated, we are unable to provide confirmation of receipt or status during the recruitment process. Updates will be provided through your JobAps portal account. Interviews will be limited to candidates whose experience

and training most closely meet the requirements of the position. For all other inquiries, please contact Gabriela S. Flores-Erao at gabriela.s.ores-erazo@ccsu.edu.

Purpose of Job Class (Nature of Work)

In a state agency this class is accountable for independently performing a full range of tasks associated with collection and investigative functions in order to secure payment of pending and delinquent bills.

Examples of Duties

Performs financial investigations in order to determine ability of persons to pay pending or delinquent bills such as hospital and clinical care bills, court support orders or delinquent student loans; reviews person's financial accounts and communicates by means of telephone, correspondence and personal interviews in order to secure additional information and answer questions concerning financial background; pursues delinquent accounts by telephone (including skip tracing), correspondence and personal contacts in order to maximize collections; researches all possibilities for securing financial assistance for needy patients; prepares payment plans for current or former patients; evaluates delinquent accounts to determine which accounts shall be referred to a collection agency; in pursuing hospital and clinical care delinquent accounts may review all patient accounts to determine if patient has insurance or other third party payers and insures that proper sources are billed; may investigate all delinquent student loan accounts, often using extensive skip tracing procedures to locate missing former students and collects debts, establishes other liable parties, (e.g. family members) and establishes repayment schedules when necessary; performs related duties as required.

Knowledge, Skills and Abilities

Knowledge of interviewing techniques; interpersonal skills; oral and written communication skills; skill in performing arithmetical computations; ability to perform financial investigations; ability to compile and analyze facts; ability to prepare, process and maintain records and reports.

Minimum Qualifications – General Experience

Three (3) years' investigative or clerical experience related to collections.

Minimum Qualifications – Substitutions Allowed

College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equalling one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Qualifications

- Extensive face to face customer service skills.
- Experience in Higher Education.
- Ability to read and comprehend policies and procedures.
- Ability to examine documents for completeness and accuracy.
- Ability to manage multiple tasks simultaneously.

- Working knowledge of Microsoft Suite products.
- Experience working with an ERP system such as Banner

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CT Chapter IPMA Job Opportunities Page, CCSU Website*

One Hundred Eight-Five (185) individuals applied for this position: Twenty-seven (27) White Males; Fifty-two (52) White Females; Fifteen (15) Black Males; Forty-six (46) Black Females; Six (6) Hispanic Males; Twenty-four (24) Hispanic Females; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; One (1) Unknown Male; Ten (10) Unknown Females; One (1) Unknown Unknown.

One Hundred Fifty-two (152) applicants were determined to be not qualified: Twenty-three (23) White Males; Thirty-nine (39) White Females; Thirteen (13) Black Males; Thirty-eight (38) Black Females; Six (6) Hispanic Males; Nineteen (19) Hispanic Females; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; One (1) Unknown Male; Nine (9) Unknown Females; One (1) Unknown Unknown.

Thirty (30) applicants were determined to be minimally qualified: Four (4) White Males; Twelve (12) White Females; One (1) Black Male; Seven (7) Black Females; Five (5) Hispanic Females; One (1) Unknown Female.

Three (3) applicants were determined to be finalists: One (1) White Female; One (1) Black Male; and One (1) Black Female.

The **Black Male candidate** was selected per his bargaining unit. Though there were no Promotional Goals this reporting period, this applicant’s promotion fulfills a Hiring Goal for Black Males in this category.

SECRETARIAL CLERICAL VARIED Excluding Secretary 2 (EEO4)

Promotions	
1	White Male
1	White Female
1	Hispanic Female

No promotions occurred during the reporting period.

SECRETARIAL CLERICAL/SECRETARY 2

Promotions	
0	

1. Secretary 2

Selection: One (1) Hispanic Female

One (1) individual applied for this position: One (1) Hispanic Female.

No (0) applicants were determined to be not qualified:

No (0) applicants were found to be minimally qualified:

One (1) applicant was determined to be qualified and was considered a finalist: One (1) Hispanic Female.

This Hispanic Female employee was promoted in place. There were no other applicants in the pool. This promotion addresses the Hispanic Female Hiring Goal in the Secretary 2 category.

2. Secretary 2

Selection: One (1) White Female

One (1) individual applied for this position: One (1) White Female.

No (0) applicants were determined to be not qualified:

No (0) applicants were found to be minimally qualified:

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Female.

This White Female employee was promoted in place. There were no other applicants in the pool.

TECHNICAL/PARA-PROFESSIONAL (EE05)

Promotions	
0	

No promotional goals were established, and no promotions occurred during the reporting period.

SKILLED CRAFT ALL TITLES (EE06)

Promotions	
0	

No promotional goals were established, and no promotions occurred during the reporting period.

SERVICE MAINTENANCE (EE07)

Under the collective bargaining agreement, all service maintenance job opportunities are initially posted within the system and offered based on seniority.

SERVICE MAINTENANCE/RESIDUAL

Promotions	
1	Hispanic Male

Lead Custodian

Selection: One (1) Hispanic Female

We are accepting applications from candidates who meet the qualifications for a Lead Custodian in the Custodial Services Department. The incumbent in this role will be accountable for acting as a working

supervisor for a crew of custodians engaged in the maintenance of university buildings. This position is full-time (37.5 hours per week), with a schedule of 1st shift from 9:00am to 5:00pm with a half hour lunch.

Selection Plan

In order to be considered for this job opening, you must be a current State of CT employee of the Board of Regents, who has permanent state status, and meet the Minimum Qualifications as listed on the job opening. You must specify your qualifications on your application.

Purpose of Job Class

In a state agency this class is accountable for acting as a working supervisor for a crew of Custodians engaged in the cleaning of buildings.

Examples of Duties

Plan crew workflow and determines priorities; schedules, assigns, oversees and reviews work; establishes and maintains crew procedures; provides staff training and assistance; conducts as assists in conducting performance evaluations; acts as liaison with operating units, agencies and outside officials regarding unit policies and procedures; may make recommendations on policies and standards; may prepare reports and correspondence; ensure supplies and equipment for crew are adequate by reporting shortages to supervisor; performs full range of duties as outlined I Custodian class specification; performs related duties as required.

Knowledge, Skill and Ability

Knowledge of building custodial and/or housekeeping work and related equipment; interpersonal skills; oral and written communication skills; ability to operate, care for and perform minor maintenance o tools and equipment used in daily work; some supervisory ability; some ability to utilize computer software.

Minimum Qualifications

One (1) year of experience in work that could reasonably be expected to provide the knowledge, skills, and abilities listed above.

Special Requirements

Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications.

Physical Requirements

3. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties.
4. A physical examination may be required

Working Conditions

Incumbents in this this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment and/or abusive patients or clients.

Seventeen 17) individuals applied for this position: Eight (8) White Males; One (1) White Female; One (1) Black Male; Two (2) Black Females; **Two (2) Hispanic Males**; One (1) Hispanic Female; and Two (2) Unknown Males.

Twelve (12) applicants were determined to be not qualified: Six (6) White Males; One (1) White Female; One (1) Black Male; Two (2) Black Females; **One (1) Hispanic Male;** and One (1) Unknown Male.

No applicants were found to be minimally qualified.

Five (5) applicants were determined to be finalists: Two (2) White Males; **One (1) Hispanic Male;** One (1) Hispanic Female; and One (1) Unknown Male.

One (1) Hispanic Female non-goal candidate was promoted into this position with seniority rights within her union contract. Her promotion satisfies a Hiring Goal for Hispanic Females in this category.

SERVICE MAINTENANCE/CUSTODIANS

Promotions	
0	

No promotions occurred in this category during the reporting period.

PROTECTIVE SERVICES

Promotions	
0	

No promotions occurred in this category during the reporting period.

III. PROGRAM

Summary of Achievement of 2020-2021 Program Goals

Goal	Description of Goal	Progress towards Goal
<p>1. Recruitment & Equitable Search Process Continued</p> <p>Classified Search Process</p>	<p>The University sets a one-year goal to develop and institute a training program for all search committees to educate them on the search process, the collaborative relationships between different departments within the University, and the process for developing measurable interview questions that guide the committee in unbiased decisions in the search process.</p>	<p>1. Achieved: <i>Partially Achieved and still in progress.</i></p> <p>CCSU's Office for Equity and Inclusion (OEI) has taken significant time revamping its search committee charge meeting presentation and materials. The agenda for this meeting includes understanding the role and responsibilities of the chair and committee members; sharing "best practices" in hiring related to understanding and acknowledging unconscious bias; creating effective timelines and checklists; networking to diversify applicant pools; the development of effective screening, interview questions and evaluation tools and; managing difficult conversations.</p> <p>Currently the training has been extended by an additional thirty minutes to include more information specific to understanding and interrupting implicit/ unconscious bias. A video is used to demonstrate the science behind unconscious bias with time built in for reflection, questions, and comments from search committee members. OEI has also developed a search committee document that not only includes the official charge letter, but supplemental materials to support the chair and committee. This additional information includes: 1) unconscious bias terminology that communicates definitions and common unconscious bias behaviors; 2) best practice "diversity, equity and inclusion" questions and 3) example screening tools.</p>

		<p>This document is still under development and will eventually include activities that search committees can use to engage in conversations that will bring more awareness to their own unconsciously held values and beliefs; a screening tool development sheet that will include questions the chair can ask the committee to help them identify and confirm the differences between required and preferred qualifications; interview question development guide with examples; and a mock reference tool.</p> <p>In the long-term OEI will look to extend this training from 1.5 to 3-hours to ensure that the search committee takes time to review and use all the support materials in preparation for a success search. We hope to return these discussions to in person meetings as early as the spring or fall of 2022.</p> <p>Copies of the new Search Charge Meeting: Supporting an Affirmative and Unbiased Hiring Process and the Charge Memo & Supplemental Materials document is included in this report's appendices.</p>
<p>2. Promotion of Equal Opportunity and Harassment-free Workplace</p> <p>Training</p>	<p>OEI will develop and facilitate a program of instruction and conversation on the concept of “<i>Racial Injustice</i>”. Included will be instruction and panel discussions on racial unrest in our University community and nationally. The program will be developed and facilitated by a joint task-force of faculty, staff and students.</p>	<p>Achieved: <i>Partially Achieved and still in progress.</i></p> <p>Under the direction of the Office of Institutional Research and Assessment (OIRA) and Faculty, and with the support and consultation with OEI, CCSU has applied for the Truth, Racial Healing and Transformation (TRHT) – Focused Campus Climate Assessment Toolkit and Grant. Developed by the W.K. Kellogg Foundation, the goal of the TRHT is to support a more in-depth and actionable assessment of institutional policies, programs, and practices that perpetuate racial inequities. The toolkit will examine how institutional systems and practices exacerbate historical and</p>

		<p>implicit narratives around racial hierarchies, impede relationship-building opportunities, and hinder racial healing among students, faculty, staff, and community members.</p> <p>This grant will be conducted in partnership with 16 other institutions that will work together to create the assessment and evaluative tool which will then be used on all our campuses. The creation of a multi-campus assessment tool will also allow all 16 institutions to benchmark their work against each other and track progress. This grant also comes with a \$10,000 subaward for participation in the development process and toolkit through June 2023</p> <p>We believe that assessment is fundamental to the development of a comprehensive plan that will allow us to better engage our University community in not only creating long-term and effective dialogue, but also provide us with quantifiable and measurable actions to help us dismantle institutional forms of racial inequity.</p> <p>In the event the University's application is not chosen/ accepted, the OIRA and OEI will work together to design a next steps plan of action to address this goal.</p>
<p>3. Foster a Safe and Inclusive Work Climate</p> <p>Employee Survey for Persons with Disabilities</p>	<p>OEI will survey all staff and faculty to help support employees with disabilities in order to ensure that the University is providing necessary accommodations to ensure an inclusive work climate for all members of the CCSU community.</p>	<p>Achieved: <i>Partially Achieved and still in progress.</i></p> <p>Under the direction of the OIRA, CCSU has conducted two campus climate surveys in the years, 2019 and 2020 for all students, faculty, and staff. These assessments surveys were administered through the nationally recognized UCLA Higher Education and Research Institute (HERI). Specific to the student survey, several questions were asked about disability and accommodations. There were no questions asked on either the faculty</p>

		<p>or staff surveys about disability and/or accommodations.</p> <p>Students indicated the following information related to disability in the survey.</p> <ul style="list-style-type: none"> • 13% of students said that they frequently/occasionally use our disability resources • 33% said they never thought about their disability/ability status in the last year • 67% of students said they did – “some to frequently” <p>The University, specifically the Office of Student Disability Services (SDS) and the OEI will begin to use this data to determine how to better educate our faculty and staff on how best to support students who identify as having cognitive/learning, physical, and/or social-emotional disabilities. This training will be included in a larger organizational training and development plan offered by the Center for Teaching and Innovation’s forthcoming professional development series.</p> <p>In addition to the climate surveys, and in preparation for CCSU’s return to campus, the University Counseling and Wellness Center conducted a campus wide wellness survey of all students, faculty, and staff. Each survey was comprised of 10 questions related to the impact of Covid, overall wellness related to mental health, and feeling about returning to campus in the fall 2021. The information that was compiled from these surveys was shared with the University’s Executive Leadership Team and Deans and, was incredibly helpful in helping us to address specific issues and concerns students, faculty and staff were feeling prior to their arrival back to campus. This data also allowed us to address many of these concerns in preparation for the reopening of campus in fall of 2021.</p>
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