

Utilization Analysis and, Hiring and Promotion Goals Section 46a-68-85

Utilization Analysis (UA)

In order to determine if protected groups are fully and fairly utilized in the University's workforce, the number of protected class persons in the workforce of the University must be compared to the availability of such persons for employment. Comparisons between the University's workforce and the availability bases calculated in the preceding section have been conducted by occupational category and significant position classifications for each relevant labor market.

"Utilization Analysis" is a comparison between the race/sex composition of the workforce, by occupational category or job title, and the availability base of such persons in the relevant labor market area. This analysis compares the University's internal distribution of minorities and females to their incidence in the external labor market to determine whether the University is at parity.

"Parity" is a condition where the percentage of the representation of a protected class in the workforce equals the percentage of such persons in the availability base.

"Underutilization" is a condition where the percentage of representation of a protected class in the workforce is less than the percentage of such persons in the availability base for that class.

The University has conducted the utilization analysis for each labor market area on UA Form provided by the "Regulations Concerning Affirmative Action by State Government." Line E of each form yields a conclusion that protected class persons are over utilized, underutilized or at parity, when compared to the availability base of such persons for employment.

Hiring and Promotional Goals

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/Diversity>. For future Affirmative Action Plans, a newly formed Office of Equity and Inclusion will handle these plan responsibilities. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

Notes: After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching). A separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013, the instructor category has been consolidated into the Assistant Professor category.

In the 2013 AAP review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, Utilization Analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the Administrative Assistant analysis into the Clerical All Titles category. For the past four submissions there have been fewer than twenty-five (25) Administrative Assistant positions. In the 2016 submission, there were less than twenty (20). It is unlikely this rank will reach the twenty-five (25) titles or more to warrant a separate analysis.

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotional goals for the period of August 1, 2019 through July 31, 2020.

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
3 White Females	1 White Female
1 Black Female	
1 AAIANHNPI Female	

FACULTY

PROFESSOR

Hiring	Promotional
1 White Female	16 White Females
	3 Hispanic Females
1 AAIANHNPI Male	13 AAIANHNPI Males
	2 AAIANHNPI Females

ASSOCIATE PROFESSOR

Hiring	Promotional
	1 White Male
1 Black Male	1 Black Male
1 Black Female	2 Black Females
	1 Hispanic Male
	1 Hispanic Female
1 AAIANHNPI Female	1 AAIANHNPI Female

ASSISTANT PROFESSOR

Hiring	Promotional
1 White Male	None
1 White Female	
1 Black Female	
1 Hispanic Male	
1 AAIANHNPI Female	

COACHING

Hiring	Promotional
None	None

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
4 Black Males	
5 AAIANHNPI Males	None
5 AAIANHNPI Females	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring	Promotional
3 White Males	1 White Male
1 Black Male	
1 Hispanic Female	1 Hispanic Female
1 AAIANHNPI Female	

SECRETARIAL CLERICAL/SECRETARY 2

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

TECHNICAL/PARAPROFESSIONAL

Hiring	Promotional
1 White Female	None
1 Black Male	
1 Hispanic Female	

PROTECTIVE SERVICES

Hiring	Promotional
3 White Males	None
1 Black Male	
1 Black Female	
1 Hispanic Female	

SKILLED CRAFTS

Hiring	Promotional
2 Black Males	None
1 Hispanic Male	

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring	Promotional
1 White Female	
1 Black Male	1 Black Male
3 Hispanic Males	1 Hispanic Male
1 Hispanic Female	
1 AAIANHNPI Male	

SERVICE MAINTENANCE/CUSTODIANS

Hiring	Promotional
4 White Males	None
2 Black Males	
3 Black Females	
1 AAIANHNPI Male	

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO1 - Executive Administrative
 POSITION CLASSIFICATION (25+): OFFICIAL ADMINISTRATOR (ALL TITLES)

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	62.5%	37.5%	40.6%	28.1%	15.6%	3.1%	3.1%	6.3%	3.1%	0.0%	A	
FINAL AVAILABILITY BASE %	100.0	45.7	54.3	36.3	41.2	4.0	6.4	3.0	4.0	2.4	2.7	B	
WORKFORCE NUMBERS	32	20	12	13	9	5	1	1	2	1	0	C	
WORKFORCE PARITY NUMBERS		14.6	17.4	11.6	13.2	1.3	2.0	1.0	1.3	0.8	0.9	D	
NET UTILIZATION (+/-)		5.4	-5.4	1.4	-4.2	3.7	-1.0	0.0	0.7	0.2	-0.9	E	
PREVIOUS UTILIZATION***		4.0	-4.0	0.4	-4.7	4.0	-1.6	0.3	3.0	-0.6	-0.7	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	8	1	7	0	4	0	2	0	0	1	1	G
	CURRENT PLAN HIRES	8	5	3	4	3	0	0	0	0	1	0	H
	CURRENT PLAN GOALS	5	0	5	0	3	0	1	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	2	0	2	0	1	0	1	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): PROFESSOR

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	61.4%	38.6%	47.2%	30.5%	3.6%	3.0%	5.1%	1.5%	5.6%	3.6%	
WORKFORCE PARITY %	100.0	51.7	48.3	34.3	38.8	3.0	2.3	1.5	3.0	12.7	4.4	
WORKFORCE NOS.	197	121	76	93	60	7	6	10	3	11	7	
WORKFORCE PARITY NOS.		101.8	95.2	67.6	76.4	5.9	4.5	3.0	5.9	25.0	8.7	
NET UTILIZATION (+/-)		19.2	-19.2	25.4	-16.4	1.1	1.5	7.0	-2.9	-14.0	-1.7	
PREVIOUS UTILIZATION		16.7	-16.7	11.0	-14.7	2.3	0.3	9.2	-3.1	-5.8	0.9	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	0	0	1	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	1	1	0	1	0	0	0	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	22	5	17	0	14	0	0	0	3	5	0
	CURRENT PLAN PROMOTIONS	11	7	4	6	2	0	1	0	1	1	0
	CURRENT PLAN GOALS	34	13	21	0	16	0	0	0	3	13	2
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): ASSOCIATE PROFESSOR

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	50.8%	49.2%	33.3%	39.4%	3.0%	2.3%	1.5%	3.0%	12.9%	4.5%	A	
WORKFORCE PARITY %	100.0	49.9	50.1	34.1	35.9	4.2	4.3	2.6	4.1	9.1	5.8	B	
WORKFORCE NOS.	132	67	65	44	52	4	3	2	4	17	6	C	
WORKFORCE PARITY NOS.		65.9	66.1	45.0	47.4	5.5	5.7	3.4	5.4	12.0	7.7	D	
NET UTILIZATION (+/-)		1.1	-1.1	-1.0	4.6	-1.5	-2.7	-1.4	-1.4	5.0	-1.7	E	
PREVIOUS UTILIZATION		4.0	-4.0	9.3	3.2	-0.1	-3.3	-2.1	-1.1	-3.3	-2.9	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	7	3	4	0	0	0	2	1	0	2	2	G
	CURRENT PLAN HIRES	5	3	2	0	1	0	0	0	0	3	1	H
	CURRENT PLAN GOALS	3	1	2	0	0	1	1	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	5	2	3	0	0	0	1	1	1	1	1	J
	CURRENT PLAN PROMOTIONS	19	9	10	2	7	1	1	1	1	5	1	K
	CURRENT PLAN GOALS	7	3	4	1	0	1	2	1	1	0	1	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	48.1%	51.9%	30.9%	35.8%	4.9%	4.9%	2.5%	4.9%	9.9%	6.2%
WORKFORCE PARITY %	100.0	46.5	53.5	32.2	36.5	5.2	6.4	3.1	4.0	6.0	6.8
WORKFORCE NOS.	81	39	42	25	29	4	4	2	4	8	5
WORKFORCE PARITY NOS.		37.7	43.3	26.1	29.6	4.2	5.2	2.5	3.2	4.9	5.5
NET UTILIZATION (+/-)		1.3	-1.3	-1.1	-0.6	-0.2	-1.2	-0.5	0.8	3.1	-0.5
PREVIOUS UTILIZATION		1.0	-1.0	-4.9	-1.4	-0.6	0.3	-0.7	0.5	7.0	-0.6
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	9	7	2	5	1	1	0	1	0	1
	CURRENT PLAN HIRES	18	10	8	5	6	3	0	1	1	1
	CURRENT PLAN GOALS	5	2	3	1	1	0	1	1	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0
NOTE:											

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY:		CCSU						REPORTING DATE:		7/31/2019		
CATEGORY OR CLASS:		EEO2 - FACULTY						LABOR MARKET AREA:		STATEWIDE/NATIONAL		
POSITION CLASSIFICATION (25+):		COACHING										

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	73.3%	26.7%	53.3%	23.3%	20.0%	3.3%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	74.1	25.9	53.3	18.8	16.1	5.3	1.9	1.0	2.9	0.8	B
WORKFORCE NOS.	30	22	8	16	7	6	1	0	0	0	0	C
WORKFORCE PARITY NOS.		22.2	7.8	16.0	5.6	4.8	1.6	0.6	0.3	0.9	0.2	D
NET UTILIZATION (+/-)		20.9	7.1	15.0	5.1	4.5	1.5	0.7	0.3	0.7	0.3	E
PREVIOUS UTILIZATION		1.1	-1.1	3.0	0.9	-0.5	-1.5	-0.7	-0.3	-0.7	-0.3	F

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	0	0	1	2	1	1	1	0	G
	CURRENT PLAN HIRES	4	2	2	0	1	2	1	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L

UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO3 - PROFESSIONAL NON-FACULTY
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	36.7%	63.3%	30.5%	47.3%	2.2%	7.1%	3.5%	7.1%	0.4%	1.8%	
WORKFORCE PARITY %	100.1	39.5	60.6	30.3	44.2	3.9	7.1	2.7	5.4	2.5	3.9	
WORKFORCE NOS.	226	83	143	69	107	5	16	8	16	1	4	
WORKFORCE PARITY NOS.		89.3	137.0	68.5	99.9	8.8	16.0	6.1	12.2	5.7	8.8	
NET UTILIZATION (+/-)		-6.3	6.0	0.5	7.1	-3.8	0.0	1.9	3.8	-4.7	-4.8	
PREVIOUS UTILIZATION		-1.3	1.0	1.9	2.3	0.4	0.3	1.0	3.6	-4.5	-5.2	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	10	5	5	0	0	0	0	0	0	5	5
	CURRENT PLAN HIRES	19	4	15	3	13	0	1	1	1	0	0
	CURRENT PLAN GOALS	14	9	5	0	0	4	0	0	0	5	5
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	2	0	2	0	1	0	0	0	1	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO4 - CLERICAL
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT SECRETARY 2

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	14.3%	85.7%	4.8%	59.5%	2.4%	21.4%	4.8%	4.8%	2.4%	0.0%	A
WORKFORCE PARITY %	100.1	21.8	78.3	14.0	53.3	4.4	13.3	2.8	9.4	0.7	2.3	B
WORKFORCE NOS.	42	6	36	2	25	1	9	2	2	1	0	C
WORKFORCE PARITY NOS.		9.2	32.9	5.9	22.4	1.8	5.6	1.2	3.9	0.3	1.0	D
NET UTILIZATION (+/-)		-3.2	3.1	-3.9	2.6	-0.8	3.4	0.8	-1.9	0.7	-1.0	E
PREVIOUS UTILIZATION		-0.5	0.3	-3.0	0.7	0.8	3.2	1.2	-2.5	0.7	-1.1	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	3	0	0	0	2	0	1	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	4	2	3	0	1	0	1	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	0	0	0	1	0	0	J
	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	K
	CURRENT PLAN GOALS	2	1	1	1	0	0	0	1	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O
NOTE:												

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO4 - CLERICAL
 POSITION CLASSIFICATION (25+): SECRETARY 2

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	5.1%	94.9%	5.1%	69.2%	0.0%	10.3%	0.0%	12.8%	0.0%	2.6%	A
WORKFORCE PARITY %	100.0	16.5	83.5	9.8	57.3	4.5	14.6	2.0	10.5	0.1	1.2	B
WORKFORCE NOS.	39	2	37	2	27	0	4	0	5	0	1	C
WORKFORCE PARITY NOS.		6.4	32.6	3.8	22.3	1.8	5.7	0.8	4.1	0.0	0.5	D
NET UTILIZATION (+/-)		-4.4	4.4	-1.8	4.7	-1.8	-1.7	-0.8	0.9	0.0	0.5	E
PREVIOUS UTILIZATION*		-1.7	1.7	-0.9	3.9	-0.3	-2.8	-0.4	0.1	0.0	0.5	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	5	2	3	1	0	0	3	1	0	0	G
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	5	2	2	0	2	2	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEOS - TECHNICAL PARAPROFESSIONAL
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	40.0%	60.0%	26.7%	40.0%	0.0%	13.3%	13.3%	0.0%	0.0%	6.7%	
WORKFORCE PARITY %	100.0	28.6	71.4	19.4	47.3	5.3	12.6	2.6	8.5	1.4	2.8	
WORKFORCE NOS.	15	6	9	4	6	0	2	2	0	0	1	
WORKFORCE PARITY NOS.		4.3	10.7	2.9	7.1	0.8	1.9	0.4	1.3	0.2	0.4	
NET UTILIZATION (+/-)		1.7	-1.7	1.1	-1.1	-0.8	0.1	1.6	-1.3	-0.2	0.6	
PREVIOUS UTILIZATION		2.2	-2.2	1.7	-3.1	-0.7	-0.2	1.5	-0.4	-0.2	1.5	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	1	2	0	1	1	0	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO6 - SKILLED CRAFT WORKERS
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	97.3	2.7	71.1	1.5	13.6	0.7	10.8	0.4	1.7	0.1	
WORKFORCE NOS.	11	10	1	10	1	0	0	0	0	0	0	
WORKFORCE PARITY NOS.		10.7	0.3	7.8	0.2	1.5	0.1	1.2	0.0	0.2	0.0	
NET UTILIZATION (+/-)		-0.7	0.7	2.2	0.8	-1.5	-0.1	-1.2	0.0	-0.2	0.0	
PREVIOUS UTILIZATION		-0.8	0.8	2.4	0.9	-1.4	0.0	-1.6	-0.1	-0.2	0.0	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	3	3	0	0	0	0	1	0	2	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	3	0	0	0	0	2	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO 7 - SERVICE/MAINTENANCE
 POSITION CLASSIFICATION (25+): CUSTODIANS

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	63.9%	36.1%	25.0%	19.4%	8.3%	0.0%	30.6%	16.7%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	67.9	32.1	36.5	9.5	14.2	6.9	14.6	14.4	2.6	1.2	
WORKFORCE NOS.	36	23	13	9	7	3	0	11	6	0	0	
WORKFORCE PARITY NOS.		24.4	11.6	13.1	3.4	5.1	2.5	5.3	5.2	0.9	0.4	
NET UTILIZATION (+/-)		-1.4	1.4	-4.1	3.6	-2.1	-2.5	5.7	0.8	-0.9	-0.4	
PREVIOUS UTILIZATION		-1.3	1.3	1.9	3.2	-2.3	-1.7	-0.3	0.1	-0.7	-0.2	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	0	0	2	2	1	0	1	0
	CURRENT PLAN HIRES	10	8	2	0	0	2	0	6	2	0	0
	CURRENT PLAN GOALS	10	7	3	4	0	2	3	0	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE: Collective Goal Set for HM												

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO7 - SERVICE/MAINTENANCE
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT CUSTODIANS

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	93.5%	6.5%	80.4%	4.3%	6.5%	0.0%	6.5%	2.2%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	89.7	10.3	63.1	5.8	10.8	0.6	14.2	3.8	1.7	0.2	B	
WORKFORCE NOS.	46	43	3	37	2	3	0	3	1	0	0	C	
WORKFORCE PARITY NOS.		41.3	4.7	29.0	2.7	5.0	0.3	6.5	1.7	0.8	0.1	D	
NET UTILIZATION (+/-)		1.7	-1.7	8.0	-0.7	-2.0	-0.3	-3.5	-0.7	-0.8	-0.1	E	
PREVIOUS UTILIZATION		1.8	-1.8	5.6	-1.5	-0.7	-0.1	-2.4	-0.1	-0.7	0.0	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	4	3	1	0	1	1	0	1	0	1	0	G
	CURRENT PLAN HIRES	9	9	0	9	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	5	2	0	1	1	0	3	1	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0	J
	CURRENT PLAN PROMOTIONS	3	2	1	2	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	2	2	0	0	0	1	0	1	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: PROTECTIVE SERVICE
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2019
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	WHITE		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	84.2%	15.8%	42.1%	10.5%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	75.6	24.4	55.6	10.9	11.9	7.7	7.0	5.2	1.1	0.7	
WORKFORCE NOS.	19	16	3	8	2	2	1	6	0	0	0	
WORKFORCE PARITY NOS.		14.4	4.6	10.6	2.1	2.3	1.5	1.3	1.0	0.2	0.1	
NET UTILIZATION (+/-)		1.6	-1.6	-2.6	-0.1	-0.3	-0.5	4.7	-1.0	-0.2	-0.1	
PREVIOUS UTILIZATION		1.2	-1.2	-4.2	-0.7	1.9	0.4	3.7	-0.8	-0.2	-0.1	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	6	4	2	3	0	1	1	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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