

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, 2020 through July 31, 2021.

EXECUTIVE/ADMINISTRATIVE

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

FACULTY

PROFESSOR

Hiring	Promotional
None	19 White Females
	5 Hispanic Females
	7 AAIANHNPI Males
	2 AAIANHNPI Females

ASSOCIATE PROFESSOR

Hiring	Promotional
None	1 Black Female
	1 Hispanic Male
	3 AAIANHNPI Females

ASSISTANT PROFESSOR

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

COACHING

Hiring	Promotional
1 Hispanic Male	None

1 Hispanic Female	
-------------------	--

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
3 White Males	None
1 Black Males	
4 AAIANHNPI Males	
5 AAIANHNPI Females	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

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

SECRETARIAL CLERICAL/SECRETARY 2

Hiring	Promotional
1 Black Female	None
1 Hispanic Male	

TECHNICAL/PARAPROFESSIONAL

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

SKILLED CRAFTS

Hiring	Promotional
1 Black Male	None
1 Hispanic Male	

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

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

SERVICE MAINTENANCE/CUSTODIANS

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

PROTECTIVE SERVICES

Hiring	Promotional
3 White Males	None
1 Black Male	

1 Hispanic Female	
-------------------	--

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EEO1 - Executive Administrative LABOR MARKET AREA: STATEWIDE/NATIONAL
 POSITION CLASSIFICATION (25+): All Titles

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	59.4%	40.6%	34.4%	31.3%	15.6%	3.1%	3.1%	6.3%	6.3%	0.0%
FINAL AVAILABILITY BASE %	100.1	44.9	55.2	35.9	41.6	3.7	6.5	2.7	4.1	2.6	2.8
WORKFORCE NUMBERS	32	19	13	11	10	5	1	1	2	2	0
WORKFORCE PARITY NUMBERS		14.4	17.7	11.5	13.3	1.2	2.1	0.9	1.3	0.8	0.9
NET UTILIZATION (+/-)		4.6	-4.7	-0.5	-3.3	3.8	-1.1	0.1	0.7	1.2	-0.9
PREVIOUS UTILIZATION***		5.4	-5.4	1.4	-4.2	3.7	-1.0	0.0	0.7	0.2	-0.9
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	5	5	0	3	0	1	0	0	0	1
	CURRENT PLAN HIRES	2	0	1	0	0	0	0	0	1	0
	CURRENT PLAN GOALS	5	4	1	2	0	1	0	0	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	1	0	1	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	1	0	1	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:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EEO2 - FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL
 POSITION CLASSIFICATION (25+): PROFESSOR

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP/PI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	62.1%	37.9%	46.0%	29.9%	3.8%	2.8%	4.7%	1.4%	4.7%	1.4%	7.6%	3.8%
WORKFORCE PARITY %	100.0	50.4	49.6	34.9	38.8	3.0	2.4	1.6	3.8	10.9	3.8	4.7	4.7
WORKFORCE NOS.	211	131	80	97	63	8	6	10	3	16	3	8	8
WORKFORCE PARITY NOS.	106.3	104.7	73.6	81.9	5.1	6.3	3.4	8.0	8.0	23.0	9.9	9.9	9.9
NET UTILIZATION (+/-)	24.7	-24.7	23.4	-18.9	0.9	1.7	6.6	-5.0	-1.9	-7.0	-1.9	-1.9	-1.9
PREVIOUS UTILIZATION	19.2	-19.2	25.4	-16.4	1.1	1.5	7.0	-2.9	-1.7	-14.0	-1.7	-1.7	-1.7
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	0	0	0	0	0	0	0	1	0
	CURRENT PLAN HIRES	0	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	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	34	13	21	16	0	0	0	0	3	3	13	2
	CURRENT PLAN PROMOTIONS	18	12	6	5	1	0	0	0	0	0	5	1
	CURRENT PLAN GOALS	33	7	26	19	0	0	0	0	5	7	2	2
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: *AAIANHNP/PI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EEO2 - FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL
 POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	46.9%	53.1%	29.6%	39.5%	3.7%	2.5%	2.5%	3.7%	11.1%	7.4%
WORKFORCE PARITY %	100.1	45.1	55.0	32.5	38.0	3.2	5.7	3.2	4.2	6.0	7.0
WORKFORCE NOS.	81	38	43	24	32	3	2	2	3	9	6
WORKFORCE PARITY NOS.		36.5	44.6	26.3	30.8	2.6	4.6	2.6	3.4	4.9	5.7
NET UTILIZATION (+/-)		1.5	-1.6	-2.3	1.2	0.4	-2.6	-0.6	-0.4	4.1	0.3
PREVIOUS UTILIZATION		1.3	-1.3	-1.1	-0.6	-0.2	-1.2	-0.5	0.8	3.1	-0.5

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	5	3	1	1	1	1
	21	11	7	9	0	0
	6	3	2	0	3	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

NOTE:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU **REPORTING DATE:** 7/31/2020
CATEGORY OR CLASS: EEO2 - FACULTY **LABOR MARKET AREA:** STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+): ASSOCIATE PROFESSOR

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	49.6%	50.4%	33.9%	39.4%	3.1%	2.4%	1.6%	3.9%	11.0%	4.7%
WORKFORCE PARITY %	100.0	48.9	51.1	33.0	38.5	3.4	2.7	2.6	3.3	10.0	6.7
WORKFORCE NOS.	127	63	64	43	50	4	3	2	5	14	6
WORKFORCE PARITY NOS.	62.1	64.9	41.9	48.9	3.4	3.4	4.2	12.7	8.5		
NET UTILIZATION (+/-)	0.9	-0.9	1.1	1.1	-0.4	-0.3	0.8	1.3	-2.5		
PREVIOUS UTILIZATION	1.1	-1.1	4.6	-1.4	-2.7	-1.4	-1.4	5.0	-1.7		
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	3	1	2	0	0	1	1	0	0	1
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	7	3	4	1	0	1	2	1	0	1
	CURRENT PLAN PROMOTIONS	18	10	8	7	5	1	1	1	2	1
	CURRENT PLAN GOALS	5	2	3	0	0	1	0	1	0	3
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:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2020						
			STATEWIDE/NATIONAL						
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:							
POSITION CLASSIFICATION (25+):	COACHING								
GRAND TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AA/IANH/PI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	75.9%	24.1%	55.2%	20.7%	3.4%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	73.3	26.7	56.2	12.7	3.6	3.2	1.3	0.6
WORKFORCE NOS.	29	22	7	16	6	1	0	0	0
WORKFORCE PARITY NOS.		21.3	7.7	16.3	3.7	1.0	0.9	0.4	0.2
NET UTILIZATION (+/-)		0.7	-0.7	-0.3	2.3	0.0	-0.9	-0.4	-0.2
PREVIOUS UTILIZATION		20.9	7.1	15.0	4.5	1.5	0.7	0.3	0.3
**** Enter line E from previous filing									
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	1	0	0	0	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0
NOTE:									
*AA/IANH/PI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER									

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EO3 - PROFESSIONAL NON-FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL
 POSITION CLASSIFICATION (25+): ALL TITLES

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	37.1%	62.9%	29.2%	46.3%	2.9%	6.7%	4.2%	7.9%	0.8%	2.1%
WORKFORCE PARITY %	100.1	38.9	61.2	30.3	45.1	3.5	6.8	2.6	5.2	2.4	4.0
WORKFORCE NOS.	240	89	151	70	111	7	16	10	19	2	5
WORKFORCE PARITY NOS.		93.4	146.9	72.7	108.2	8.4	16.3	6.2	12.5	5.8	9.6
NET UTILIZATION (+/-)		-4.4	4.1	-2.7	2.8	-1.4	-0.3	3.8	6.5	-3.8	-4.6
PREVIOUS UTILIZATION		-6.3	6.0	0.5	7.1	-3.8	0.0	1.9	3.8	-4.7	-4.8
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	14	5	0	0	4	0	0	0	5	5
	CURRENT PLAN HIRES	24	16	4	9	2	1	1	5	1	1
	CURRENT PLAN GOALS	13	5	3	0	1	0	0	0	4	5
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	2	1	0	1	0	0	1	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:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EO4 - CLERICAL LABOR MARKET AREA: HARTFORD COUNTY
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT SECRETARY 2

	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	16.7%	83.3%	7.1%	52.4%	4.8%	23.8%	2.4%	4.8%	2.4%	4.8%	2.4%	2.4%
WORKFORCE PARITY %	100.1	15.9	84.2	11.1	58.1	2.5	12.2	1.6	10.9	0.7	2.9	2.9	2.9
WORKFORCE NOS.	42	7	35	3	22	2	10	1	2	1	1	1	1
WORKFORCE PARITY NOS.		6.7	35.4	4.7	24.4	1.1	5.1	0.7	4.6	0.3	1.2	1.2	1.2
NET UTILIZATION (+/-)		0.3	-0.4	-1.7	-2.4	0.9	4.9	0.3	-2.6	0.7	-0.2	-0.2	-0.2
PREVIOUS UTILIZATION		-3.2	3.1	-3.9	2.6	-0.8	3.4	0.8	-1.9	0.7	-1.0	-1.0	-1.0
*** Enter line 6 from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	6	2	3	0	1	0	0	1	0	1	0	1
	CURRENT PLAN HIRES	5	3	1	2	1	0	0	0	0	0	0	1
	CURRENT PLAN GOALS	4	3	1	1	0	0	0	2	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	1	1	0	0	0	0	1	0	0	0	0
	CURRENT PLAN PROMOTIONS	1	1	0	0	0	1	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	2	1	1	0	0	0	1	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: 1BF returned FT from an extended leave

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EO4 - CLERICAL LABOR MARKET AREA: HARTFORD COUNTY
 POSITION CLASSIFICATION (25+): SECRETARY 2

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	2.8%	97.2%	2.8%	69.4%	0.0%	11.1%	0.0%	13.9%	0.0%	2.8%
WORKFORCE PARITY %	100.1	4.6	95.5	2.5	65.4	0.8	14.0	1.1	14.4	0.1	1.8
WORKFORCE NOS.	36	1	35	1	25	0	4	0	5	0	1
WORKFORCE PARITY NOS.		1.7	34.4	0.9	23.5	0.3	5.0	0.4	5.2	0.0	0.6
NET UTILIZATION (+/-)		-0.7	0.6	0.1	1.5	-0.3	-1.0	-0.4	-0.2	0.0	0.4
PREVIOUS UTILIZATION*		-4.4	4.4	-1.8	4.7	-1.8	-1.7	-0.8	0.9	0.0	0.5

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN HIRES		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	7	2	2	2	1	0
	4	4	0	1	0	0
	2	1	0	1	1	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS		CURRENT PLAN PROMOTIONS		CURRENT PLAN GOALS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

NOTE:

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EE05 - TECHNICAL PARAPROFESSIONAL LABOR MARKET AREA: HARTFORD COUNTY

POSITION CLASSIFICATION (25+): ALL TITLES

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP I*	
		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	25.8	74.2	18.0	49.3	4.3	12.7	2.3	8.8	1.4	3.3
WORKFORCE NOS.	15	6	9	4	6	0	2	2	0	0	1
WORKFORCE PARITY NOS.		3.9	11.1	2.7	7.4	0.6	1.9	0.3	1.3	0.2	0.5
NET UTILIZATION (+/-)		2.1	-2.1	1.3	-1.4	-0.6	0.1	1.7	-1.3	-0.2	0.5
PREVIOUS UTILIZATION		1.7	-1.7	1.1	-1.1	-0.8	0.1	1.6	-1.3	-0.2	0.6
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	3	1	2	0	1	0	0	1	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	1	2	0	1	1	0	0	1	0
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:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EEO6 - SKILLED CRAFT WORKERS LABOR MARKET AREA: HARTFORD COUNTY
 POSITION CLASSIFICATION (25+): ALL TITLES

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	90.0%	10.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.1	97.3	2.8	74.8	1.9	9.2	0.4	11.4	0.5	2.0	0.1
WORKFORCE NOS.	10	9	1	9	1	0	0	0	0	0	0
WORKFORCE PARITY NOS.		9.7	0.3	7.5	0.2	0.9	0.0	1.1	0.1	0.2	0.0
NET UTILIZATION (+/-)		-0.7	0.7	1.5	0.8	-0.9	0.0	-1.1	-0.1	-0.2	0.0
PREVIOUS UTILIZATION		-0.7	0.7	2.2	0.8	-1.5	-0.1	-1.2	0.0	-0.2	0.0
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	3	0	0	0	2	0	1	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	0	0	0	1	0	1	0	0	0
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:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2020
 CATEGORY OR CLASS: EEO 7 - SERVICE/MAINTENANCE LABOR MARKET AREA: HARTFORD COUNTY
 POSITION CLASSIFICATION (25+): CUSTODIANS

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHINPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	65.7%	34.3%	25.7%	20.0%	8.6%	0.0%	31.4%	14.3%	0.0%	0.0%
WORKFORCE PARITY %	100.0	59.9	40.1	30.8	15.7	11.4	6.5	15.8	16.7	2.0	1.1
WORKFORCE NOS.	35	23	12	9	7	3	0	11	5	0	0
WORKFORCE PARITY NOS.	21.0	14.0	10.8	5.5	2.3	4.0	2.3	5.5	5.8	0.7	0.4
NET UTILIZATION (+/-)	2.0	-2.0	1.5	-1.8	-2.3	-1.0	-2.3	5.5	-0.8	-0.7	-0.4
PREVIOUS UTILIZATION	-1.4	1.4	3.6	-4.1	-2.1	5.7	0.8	5.7	0.8	-0.9	-0.4
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	10	3	4	0	2	3	0	0	1	0
	CURRENT PLAN HIRES	2	0	0	0	1	0	1	0	0	0
	CURRENT PLAN GOALS	7	3	2	0	1	2	0	1	1	0
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: Collective Goal Set for HM

*AAIANHINPI = 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: 7/31/2020
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	93.2%	6.8%	79.5%	4.5%	6.8%	0.0%	6.8%	2.3%	0.0%	0.0%
WORKFORCE PARITY %	100.0	89.8	10.2	65.3	6.0	8.3	0.4	14.3	3.8	1.8	0.1
WORKFORCE NOS.	44	41	3	35	2	3	0	3	1	0	0
WORKFORCE PARITY NOS.		39.5	4.5	28.7	2.6	3.7	0.2	6.3	1.7	0.8	0.0
NET UTILIZATION (+/-)		1.5	-1.5	6.3	-0.6	-0.7	-0.2	-3.3	-0.7	-0.8	0.0
PREVIOUS UTILIZATION		1.7	-1.7	8.0	-0.7	-2.0	-0.3	-3.5	-0.7	-0.8	-0.1

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS	WHITE		BLACK		HISPANIC		AAIANHNP1*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
7	5	0	2	0	1	1	0	3	1	1	0
0	0	0	0	0	0	0	0	0	0	0	0
6	4	2	2	0	1	1	0	2	1	1	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS	WHITE		BLACK		HISPANIC		AAIANHNP1*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2	2	0	0	0	0	1	0	1	0	0	0
1	1	0	0	1	0	0	0	0	0	0	0
1	1	0	0	0	0	0	0	1	0	0	0

UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS	WHITE		BLACK		HISPANIC		AAIANHNP1*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 PROTECTIVE SERVICE
 ALL TITLES

REPORTING DATE: 7/31/2020
 LABOR MARKET AREA: HARTFORD COUNTY

POSITION CLASSIFICATION (25+):

	GRAND TOTAL	WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	84.2%	15.8%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	76.2	23.8	12.1	6.4	7.2	5.4	1.1	0.6
WORKFORCE NOS.	19	16	3	2	1	6	0	0	0
WORKFORCE PARITY NOS.		14.5	4.5	2.3	1.2	1.4	1.0	0.2	0.1
NET UTILIZATION (+/-)		1.5	-1.5	-0.3	-0.2	4.6	-1.0	-0.2	-0.1
PREVIOUS UTILIZATION		1.6	-1.6	-0.3	-0.5	4.7	-1.0	-0.2	-0.1
*** Enter line E from previous filing									
HIRING GOALS	6	4	2	1	1	0	1	0	0
PREVIOUS PLAN GOALS									
CURRENT PLAN HIRES	1	1	0	0	0	0	0	0	0
CURRENT PLAN GOALS	5	4	1	1	0	0	1	0	0
PROMOTIONAL GOALS	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS									
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS									
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0

NOTE:

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