

## Introduction

Central Connecticut State University (CCSU) is committed to both the letter and the spirit of the laws that encompass Equal Employment Opportunity and Affirmative Action. With the exception of the numerical workbooks, this Plan was developed under the newly created Affirmative Action Regulations, 46a-68-75 through 46a-68-94 inclusive. Per 46a-68-76, CCSU has opted to submit the AAP in paper copy. In compliance with the revised regulations in 46a-68-77, the AAP addresses all 16 elements required for submission and compliance.

The 2016 AA Plan was approved in February 2017. All 16 elements were in compliance with the regulations and the following notations were made:

- Section 46a-68-84 Availability Analysis – The CHRO and CCSU will review, during the reporting period, faculty to determine if analyzing by discipline (ex. English disciplines) will be a more precise analysis and enhance goal setting.
- Section 46a-68-86 Employment Analysis – In future filings, an applicant flow analysis for hires. Refer to the training materials from the revised Affirmative Action Regulations training.
- These notations have been addressed in the AA Plan and their respective areas.

To achieve all lawful objectives, the University has developed the annual 2016-2017 Affirmative Action Plan, pursuant to section 46a-68 of the Connecticut General Statutes and the corresponding Affirmative Action Regulations for State agencies. The Plan follows the format set forth in the regulations and addresses each element therein.

With a deeply rooted belief in the principles of Affirmative Action and Equal Employment Opportunity, CCSU continually strives to provide all employees, current and prospective, every opportunity and possible benefit regarding their employment. Equally, CCSU continually strives to ensure that every student is afforded the highest standard of educational opportunity.