

EMPLOYMENT ANALYSES

Section 46a-68-86

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

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

1. Employment Process Analyses

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

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

2. Applicant Flow Analysis

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

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

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

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

3. Personnel Evaluation Analysis

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

Note:

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

2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.
4. In the 2013 AA Plan review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding the utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.
5. In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 1 - Executive Administrative

DATE: 7/31/2019

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	32	20	12	13	9	5	1	1	2	1	0
Workforce Number Prior Filing	26	16	10	10	6	5	0	1	4	0	0
Net Change(+or-)	6	4	2	3	3	0	1	0	-2	1	0
HIRES (incl. PT to FT)	8	5	3	4	3	0	0	0	0	1	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	1	0	1	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	10	5	5	4	4	0	1	0	0	1	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	0	3	0	1	0	0	0	2	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	4	1	3	1	1	0	0	0	2	0	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	197	121	76	93	60	7	6	10	3	11	7
Workforce Number Prior Filing	196	121	75	90	60	7	5	11	3	13	7
Net Change(+or-)	1	0	1	3	0	0	1	-1	0	-2	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	11	7	4	6	2	0	1	0	1	1	0
DEMOTION INTO	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	11	7	4	6	2	0	1	0	1	1	0
TERMINATION	2	2	0	0	0	0	0	0	0	2	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	5	3	2	1	1	0	0	1	1	1	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	7	3	3	2	0	0	1	1	3	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

DATE: 7/31/2019

POSITION OR POSITION CLASSIFICATION: Associate Professor

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	132	67	65	44	52	4	3	2	4	17	6
Workforce Number Prior Filing	124	65	59	49	48	3	3	1	4	12	4
Net Change(+or-)	8	2	6	-5	4	1	0	1	0	5	2
HIRES (incl. Pt to Ft)	5	3	2	0	1	0	0	0	0	3	1
PROMO INTO CATEGORY / CLASS	19	9	10	2	7	1	1	1	1	5	1
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	24	12	12	2	8	1	1	1	1	8	2
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	11	7	4	6	2	0	1	0	1	1	0
RESIGNATIONS	2	2	0	1	0	0	0	0	0	1	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	1	1	0	0	0	0	0	0	0	1	0
1 extra OM was included in last AAP	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	16	10	6	7	4	0	1	0	1	3	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

DATE:

7/31/2019

POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	81	39	42	25	29	4	4	2	4	8	5
Workforce Number Prior Filing	83	39	44	23	30	2	5	2	4	12	5
Net Change(+or-)	-2	0	-2	2	-1	2	-1	0	0	-4	0
HIRES (incl. Pt to Ft)	18	10	8	5	6	3	0	1	1	1	1
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	18	10	8	5	6	3	0	1	1	1	1
TERMINATION/NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	19	9	10	2	7	1	1	1	1	5	1
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	20	10	10	3	7	1	1	1	1	5	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	30	22	8	16	7	6	1	0	0	0	0
Workforce Number Prior Filing	28	22	6	18	6	4	0	0	0	0	0
Net Change(+or-)	2	0	2	-2	1	2	1	0	0	0	0
HIRES (incl. Pt to Ft)	4	2	2	0	1	2	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	2	2	0	1	2	1	0	0	0	0
CONTRACT ENDED/TERMINATIONS	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	5	3	2	3	2	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	226	83	143	69	107	5	16	8	16	1	4
Workforce Number Prior Filing	224	89	135	72	100	8	16	7	15	2	4
Net Change(+or-)	2	-6	8	-3	7	-3	0	1	1	-1	0
HIRES (incl. Pt to Ft)	19	4	15	3	13	0	1	1	1	0	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	1	0	0	0	1	0	0
TRANSFER INTO FROM OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	21	4	17	3	14	0	1	1	2	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	1	0	1	0	1	0	0	0	0	0	0
RESIGNATIONS	9	5	4	3	3	1	0	0	1	1	0
RETIREMENTS	6	4	2	3	2	1	0	0	0	0	0
TRANSFER OUT of AGENCY	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	1	1	0	0	0	1	0	0	0	0	0
PROMOTION OUT	2	0	2	0	1	0	1	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	19	10	9	6	7	3	1	0	1	1	0
PROMOS WITHIN	20	6	14	5	11	1	0	0	2	0	1

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2019

POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	42	6	36	2	25	1	9	2	2	1	0
Workforce Number Prior Filing	47	7	40	2	27	2	10	2	3	1	0
Net Change(+or-)	-5	-1	-4	0	-2	-1	-1	0	-1	0	0
HIRES (incl. Pt to Ft)	1	0	1	0	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	1	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
CONSOLIDATION (Admin Asst to All Titles)	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	0	2	0	2	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	1	0	1	0	0	0	0
PROMOTION OUT	2	0	2	0	1	0	0	0	1	0	0
FULL TIME to PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	1	1	0	1	1	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0
DECEASED	1	0	1	0	1	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	7	1	6	0	4	1	1	0	1	0	0
PROMOS WITHIN	1	0	1	0	0	0	0	0	1	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2019

POSITION OR POSITION CLASSIFICATION: Secretary 2

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	39	2	37	2	27	0	4	0	5	0	1
Workforce Number Prior Filing	41	1	40	1	29	0	4	0	6	0	1
Net Change(+or-)	-2	1	-3	1	-2	0	0	0	-1	0	0
HIRES (incl. Pt to Ft)	1	1	0	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	1	0	0	0	1	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	1	0	1	0	1	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	0	3	0	2	0	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

Notes:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofesional

DATE:

7/31/2019

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	15	6	9	4	6	0	2	2	0	0	1
Workforce Number Prior Filing	17	7	10	5	5	0	2	2	1	0	2
Net Change(+or-)	-2	-1	-1	-1	1	0	0	0	-1	0	-1
HIRES (incl. Pt to Ft)	1	0	1	0	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	0	1	0	1	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	0	0	1	0	0
RETIREMENTS	2	1	1	1	0	0	0	0	0	0	1
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	1	2	1	0	0	0	0	1	0	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	11	10	1	10	1	0	0	0	0	0	0
Workforce Number Prior Filing	11	10	1	10	1	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	1	1	0	1	0	0	0	0	0	0	0
*1WM was omitted last AAP	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	2	0	2	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	2	2	0	2	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	36	23	13	9	7	3	0	11	6	0	0
Workforce Number Prior Filing	27	18	9	12	6	1	0	5	3	0	0
Net Change(+or-)	9	5	4	-3	1	2	0	6	3	0	0
HIRES (incl. Pt to Ft) per Layoff List	10	8	2	0	0	2	0	6	2	0	0
DEMOTION IN LIEU OF LAYOFF	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT:2WF & 1HF omitted last AAP	3	0	3	0	2	0	0	0	1	0	0
TOTAL INCREASES	13	8	5	0	2	2	0	6	3	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT :1WM included by error in last AAP	1	1	0	1	0	0	0	0	0	0	0
TOTAL REDUCTIONS	4	3	1	3	1	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Protective Services
POSITION OR POSITION CLASSIFICATION: Protective Services
LABOR MARKET AREA: Hartford County

DATE: 7/31/2019

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	19	16	3	8	2	2	1	6	0	0	0
Workforce Number Prior Filing	20	17	3	8	2	3	1	6	0	0	0
Net Change(+or-)	-1	-1	0	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	1	1	0	0	0	1	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	1	0	1	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance

DATE:

7/31/2019

POSITION OR POSITION CLASSIFICATION: All Titles Except Custodians

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	46	43	3	37	2	3	0	3	1	0	0
Workforce Number Prior Filing	36	34	2	28	1	3	0	3	1	0	0
Net Change(+or-)	10	9	1	9	1	0	0	0	0	0	0
HIRES (incl. Pt to Ft) per layoff	9	9	0	9	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	3	2	1	2	1	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	12	11	1	11	1	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

OCCUPATIONAL CATEGORY:

EEO 1 Executive Administrative

DATE:

July 31, 2019

POSITION OR POSITION CLASSIFICATION:

All Titles

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	1	0	1	0	0	0	0	0	0	0	0	0	0	A
Outside agency	315	199	112	119	58	38	17	11	13	14	5	17	19	4	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	316	200	112	120	58	38	17	11	13	14	5	17	19	4	G
TOTAL REJECTED APPLICANTS	222	139	79	79	42	30	12	8	10	8	2	14	13	4	H
TOTAL QUALIFIED APPLICANTS	94	61	33	41	16	8	5	3	3	6	3	3	6	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	59	38	21	24	8	4	4	3	2	6	2	1	5	0	O
Not offered Position	51	33	18	20	5	4	4	3	2	5	2	1	5	0	P
Offered Position	8	5	3	4	3	0	0	0	0	1	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	8	5	3	4	3	0	0	0	0	1	0	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 1 Executive Administrative
All Titles
Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	2	0	2	0	1	0	1	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	2	0	2	0	1	0	1	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	2	0	2	0	1	0	1	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	2	0	2	0	1	0	1	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	2	0	2	0	1	0	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	2	0	2	0	1	0	1	0	0	0	0	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Professor
LOCATION: Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	17	9	8	8	6	0	1	0	1	1	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	17	9	8	8	6	0	1	0	1	1	0	0	0	0	G
TOTAL REJECTED APPLICANTS	6	2	4	2	4	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	11	7	4	6	2	0	1	0	1	1	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	11	7	4	6	2	0	1	0	1	1	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	11	7	4	6	2	0	1	0	1	1	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	11	7	4	6	2	0	1	0	1	1	0	0	0	0	S

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	2	1	1	0	0	0	0	0	0	1	1	0	0	0	A
Outside agency	139	110	25	28	3	3	0	3	0	68	20	8	2	4	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	141	111	26	28	3	3	0	3	0	69	21	8	2	4	G
TOTAL REJECTED APPLICANTS	38	30	7	11	0	3	0	0	0	12	6	4	1	1	H
TOTAL QUALIFIED APPLICANTS	103	81	19	17	3	0	0	3	0	57	15	4	1	3	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	44	38	6	7	2	0	0	1	0	27	3	3	1	0	O
Not offered Position	39	35	4	7	1	0	0	1	0	24	2	3	1	0	P
Offered Position	5	3	2	0	1	0	0	0	0	3	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	5	3	2	0	1	0	0	0	0	3	1	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	19	9	10	2	7	1	1	1	1	5	1	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	19	9	10	2	7	1	1	1	1	5	1	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	19	9	10	2	7	1	1	1	1	5	1	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	19	9	10	2	7	1	1	1	1	5	1	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	19	9	10	2	7	1	1	1	1	5	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	19	9	10	2	7	1	1	1	1	5	1	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY:

EEO 2 - Faculty

DATE:

July 31, 2019

POSITION OR POSITION CLASSIFICATION:

Assistant Professor (including Instructor)

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	548	290	174	160	91	13	6	26	39	59	24	32	14	84	F
TOTAL APPLICANTS	548	290	174	160	91	13	6	26	39	59	24	32	14	84	G
TOTAL REJECTED APPLICANTS	184	100	50	51	27	1	2	4	6	31	11	13	4	34	H
TOTAL QUALIFIED APPLICANTS	364	190	124	109	64	12	4	22	33	28	13	19	10	50	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	130	64	56	33	31	6	3	10	17	9	2	6	3	10	O
Not offered Position	112	54	48	28	25	3	3	9	15	8	1	6	3	10	P
Offered Position	18	10	8	5	6	3	0	1	1	1	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	18	10	8	5	6	3	0	1	1	1	1	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Coaching Staff
LOCATION: Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	152	110	38	61	20	29	15	7	2	3	1	10	0	4	F
TOTAL APPLICANTS	152	110	38	61	20	29	15	7	2	3	1	10	0	4	G
TOTAL REJECTED APPLICANTS	100	74	23	41	12	18	10	5	1	2	0	8	0	3	H
TOTAL QUALIFIED APPLICANTS	52	36	15	20	8	11	5	2	1	1	1	2	0	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	30	19	10	8	5	7	4	2	0	1	1	1	0	1	O
Not offered Position	26	17	8	8	4	5	3	2	0	1	1	1	0	1	P
Offered Position	4	2	2	0	1	2	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	4	2	2	0	1	2	1	0	0	0	0	0	0	0	S

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

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

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

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	0	2	0	2	0	0	0	0	0	0	0	0	0	A
Outside agency	837	241	545	112	337	29	92	24	66	12	13	64	37	51	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	839	241	547	112	339	29	92	24	66	12	13	64	37	51	G
TOTAL REJECTED APPLICANTS	648	162	439	94	267	25	74	16	61	11	12	16	25	47	H
TOTAL QUALIFIED APPLICANTS	191	79	108	18	72	4	18	8	5	1	1	48	12	4	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	83	24	59	13	41	2	10	3	4	1	0	5	4	0	O
Not offered Position	62	18	44	10	28	0	9	2	3	1	0	5	4	0	P
Offered Position	21	6	15	3	13	2	1	1	1	0	0	0	0	0	Q
Refused Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	19	4	15	3	13	0	1	1	1	0	0	0	0	0	S

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

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

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 3 - Professional Non Faculty
All Titles
Statewide/National

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	1	0	1	0	1	0	0	0	0	0	0	0	0	0	A
Outside agency	53	27	26	19	15	5	3	2	4	0	0	1	4	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	54	27	27	19	16	5	3	2	4	0	0	1	4	0	G
TOTAL REJECTED APPLICANTS	43	22	21	14	12	5	3	2	2	0	0	1	4	0	H
TOTAL QUALIFIED APPLICANTS	11	5	6	5	4	0	0	0	2	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	8	4	4	4	2	0	0	0	2	0	0	0	0	0	O
Not offered Position	6	4	2	4	1	0	0	0	1	0	0	0	0	0	P
Offered Position	2	0	2	0	1	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	0	2	0	1	0	0	0	1	0	0	0	0	0	S

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

*Applicant pool in promotions as resulting accession was an internal applicant. Candidates applied from outside the agency.

**CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - Hire - Examined**

OCCUPATIONAL CATEGORY:
 POSITION OR POSITION CLASSIFICATION:
 LOCATION:

EEO 4 - Clerical
 All Titles Except Sec 2
 Hartford County

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Outside agency	136	52	82	36	36	8	27	2	10	1	0	5	9	2	D
TOTAL APPLICANTS	136	52	82	36	36	8	27	2	10	1	0	5	9	2	G
TOTAL REJECTED APPLICANTS	125	48	75	34	31	7	26	1	10	1	0	5	8	2	H
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
TOTAL APPLICANTS FOR POSITION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL REJECTED APPLICANTS FOR POSITION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS FOR POSITION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL INTERVIEWED	11	4	7	2	5	1	1	1	0	0	0	0	1	0	O
Not offered Position	10	4	6	2	4	1	1	1	0	0	0	0	1	0	P
Offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	1	0	1	0	1	0	0	0	0	0	0	0	0	0	S

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

Note: *Hired per SEBAC rights.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - Promotion

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 4 - Clerical
All Titles Except Sec 2
Hartford County

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	0	1	0	1	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	0	1	0	1	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	1	0	1	0	1	0	0	0	0	0	0	0	0	0	S

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

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

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 4 - Clerical
Secretary 2
Hartford County

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKONWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	1	0	1	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	1	0	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS**	1	1	0	1	0	0	0	0	0	0	0	0	0	0	S

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

** Went FT from PT staff

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total; These promotions resulted from reemployment rights.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS Non-Examined

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 4 - Clerical
Secretary 2
Hartford County

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKONWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

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

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

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

OCCUPATIONAL CATEGORY: EEO 5 - Technical/Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31, 2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	Male	Female	Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	18	14	4	7	2	2	0	2	1	1	0	2	1	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	18	14	4	7	2	2	0	2	1	1	0	2	1	0	G
TOTAL REJECTED APPLICANTS	8	6	2	1	1	1	0	2	1	1	0	1	0	0	H
TOTAL QUALIFIED APPLICANTS	10	8	2	6	1	1	0	0	0	0	0	1	1	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	3	2	1	2	1	0	0	0	0	0	0	0	0	0	O
Not offered Position	2	2	0	2	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY:

EEO 6 - Skilled Crafts

DATE:

July 31, 2019

POSITION OR POSITION CLASSIFICATION:

All Titles

LOCATION:

Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	11	11	0	10	0	0	0	0	0	1	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	11	11	0	10	0	0	0	0	0	1	0	0	0	0	G
TOTAL REJECTED APPLICANTS	2	2	0	1	0	0	0	0	0	1	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	9	9	0	9	0	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	9	9	0	9	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	S

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

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRE - Non-Examined

OCCUPATIONAL CATEGORY:

EEO 7 - Service Maintenance

DATE:

July 31, 2019

POSITION OR POSITION CLASSIFICATION:

Custodian

LOCATION:

Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	284	236	43	109	15	54	9	17	5	6	4	50	10	5	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	284	236	43	109	15	54	9	17	5	6	4	50	10	5	G
TOTAL REJECTED APPLICANTS	211	177	29	87	11	43	7	9	3	5	3	33	5	5	H
TOTAL QUALIFIED APPLICANTS	73	59	14	22	4	11	2	8	2	1	1	17	5	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	19	16	3	4	0	2	0	6	2	0	0	4	1	0	O
Not offered Position	9	8	1	4	0	0	0	0	0	0	0	4	1	0	P
Offered Position	10	8	2	0	0	2	0	6	2	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	10	8	2	0	0	2	0	6	2	0	0	0	0	0	S

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

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

OCCUPATIONAL CATEGORY: Protective Service
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31,2019

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	18	17	1	10	0	4	0	3	0	0	0	0	1	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	18	17	1	10	0	4	0	3	0	0	0	0	1	0	G
TOTAL REJECTED APPLICANTS	12	11	1	7	0	2	0	2	0	0	0	0	1	0	H
TOTAL QUALIFIED APPLICANTS	6	6	0	3	0	2	0	1	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	3	3	0	1	0	2	0	0	0	0	0	0	0	0	O
Not offered Position	2	2	0	0	0	2	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	S

Notes:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY:

EEO 7 - Service Maintenance

DATE:

July 31, 2019

POSITION OR POSITION CLASSIFICATION:

All Titles

LOCATION:

Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	THERE WERE NO ACCESSIONS DURING THE REPORTING PERIOD														A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	436	339	96	208	47	47	22	44	17	10	4	30	6	1	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	436	339	96	208	47	47	22	44	17	10	4	30	6	1	G
TOTAL REJECTED APPLICANTS	335	246	88	148	44	34	21	35	15	7	3	22	5	1	H
TOTAL QUALIFIED APPLICANTS	101	93	8	60	3	13	1	9	2	3	1	8	1	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	101	93	8	60	3	13	1	9	2	3	1	8	1	0	O
Not offered Position	93	85	8	52	3	13	1	9	2	3	1	8	1	0	P
Offered Position	8	8	0	8	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	8	8	0	8	0	0	0	0	0	0	0	0	0	0	S

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

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

11/12/2019 14:00

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	1	0	1	0	1	0	0	0	0	0	0
Good	23	14	9	8	6	5	0	1	3	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	2	1	1	1	1	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals.

Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed.

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

11/12/2019 14:00

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	123	64	59	49	48	3	3	0	4	12	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	1	0	0	0	0	0	0	0	1	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.
 Faculty who are not renewed are counted as receiving an unsatisfactory service rating
 Faculty total matched 2018 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired

OCCUPATIONAL CATEGORY: EEO-2 - Coaching

POSITION OR POSITION CLASSIFICATION: Coaching

Form #42 A3

11/12/2019 14:00

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	28	22	6	18	6	4	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed related to performance; if renewed an overall good evaluation is received; if not renewed a notation of unsatisfactory is made. Coaching total matched 2016 workforce numbers as they would have received the evaluations during the reporting period minus two employees who

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles in the Category

Form #42 A3

11/12/2019 14:00

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	91	34	57	29	42	1	5	4	9	0	1
Good	48	18	30	14	19	2	10	2	1	0	0
Satisfactory	4	3	1	1	1	2	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	1	0	1	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

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

OCCUPATIONAL CATEGORY: EE0-6 - Skilled Crafts
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form #42 A3

11/12/2019 14:00

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SERVICE RATINGS											
Excellent	6	5	1	5	1	0	0	0	0	0	0
Good	5	5	0	5	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: Numbers do not include a WM who was hired during the reporting period and did not received an evaluation during the reporting period.

