Response to the
Commission on Human Rights and Opportunities Critique

Pursuant to the Regulations of Connecticut State Agencies, Central Connecticut State University accepts the Commission on Human Rights and Opportunities’ recommendation as voted on at its February 2016 meeting and officially documented on a letter dated on March 22, 2016 regarding the University’s 2015 Affirmative Action Plan. This response addresses all proposals and/or recommendations made by the Commission.

Section 46a-68-91 Career Mobility

**PRESENT SUBMISSION:** In compliance

**RECOMMENDATIONS:** Section 46a-68-91 Career Mobility. In future filings provide the occupational category, race and sex of the person’s receiving career counseling.

**UNIVERSITY RESPONSE:** This section has been modified to incorporate this recommendation.
March 22, 2016

Mr. John W. Miller, Ph.D., President
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053

RE: 2015 Affirmative Action Plan—Approved

Dear Dr. Miller:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by Central Connecticut State University on November 30, 2015. The Commission at its regular meeting on February 10, 2016 voted that the plan be Approved.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 (formerly 46a-68-60) and is transmitted herewith. THE SCHEDULED DATE FOR YOUR NEXT FILING IS November 30, 2016.

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

Failure to correct deficiencies may result in a recommendation to disapprove the plan.

For technical assistance or if you have any questions you may contact Neva Elaine Vigezzi, Affirmative Action Program Analyst at 860-541-4706.

Sincerely,

Tanya A. Hughes
Executive Director

Attachment

C: Rosa Rodriguez, Chief Diversity Officer
    Neva Elaine Vigezzi, Affirmative Action Program Analyst
STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY

Central Connecticut State University
AGENCY
(National Statewide and Local Labor Market Areas)

Commission Meeting Date
February 10, 2016

Previous A.A. Plan Status/Date
Approved/September 10, 2014

A.A. Plan Filing Date
November 30, 2015

Date A.A. Plan Received
November 30, 2015

90-Day Expiration Date
February 28, 2016

Filing Status
Annual

Date(s) Analyst Reviewed A.A. Plan
December 1-3, 8-9, 11, 14, 15, 17-18, 21-24, 2015 January 4-5, 2016

Date(s) of On-Site Review
N/A

Next Filing Date
November 30, 2016

RECOMMENDATION:
(X) Approved
( ) Conditionally Approved
( ) Disapproved

( ) Retain Biennial Filing
(X) Retain Annual Filing Status
( ) Semi-Annual Filing Status

Reviewer: Neva Elaine Vigozzi
Affirmative Action Program Analyst

Date

We have reviewed the summary and concur with the recommended finding.

Alvin K. Bingham, Supervisor
Affirmative Action/Contract Compliance

Tanya A. Hughes
Executive Director
INTRODUCTION:

That the proposed affirmative action plan for Central Connecticut State University filed on November 30, 2015 be APPROVED.

RECOMMENDATION:

(a) To receive approved status, a plan must contain all elements required by Sections 46a-88-31 through 46a-88-74, inclusive.

(b) Additionally, a plan shall be approved only if:

(1) the agency has met or substantially all of its hiring, promotion and program goals; or

(2) the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so; and

(3) the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews in accordance with Section 46a-88-62(c).
JUSTIFICATION FOR THE RECOMMENDATION:

That Central Connecticut State University's proposed affirmative action plan be APPROVED based on compliance with Sections 46a-68-59 (b)(3), and (b)(4). Specifically:

SECTION 46a-68-59(a)

The proposed affirmative action plan contains all elements required by Sections 46a-68-31 through 46a-68-74, inclusive.

SECTION 46a-68-59(b)(1)

The work force considered as a whole and by occupational category is not at parity with the relevant labor market area. The race/sex ratios of agency employees are not equivalent to those generally available in the appropriate labor markets.

SECTION 46a-68-59(b)(2)

The agency has not met all or substantially all of its hiring and promotion goals. Program goals have been all met (see attached charts).

An analysis of the agency's hires during the eighteen-month reporting period indicates that in the areas where hires occurred the agency met:

25 out of 52 possible short-term goals or 48.1%
0 out of 2 possible long-term goals or 0%
25 out of 54 total goals or 46.3%

In addition,

13 out of 22 promotion goals were met or 59.1%
4 out 4 program goals or 100%

SECTION 46a-68-59(b)(3)

Central Connecticut State University has demonstrated good faith effort to achieve its goals. This is evidenced by the following personnel activity:

Central Connecticut State University's affirmative action plan Section 46a-68-48 Goals Analysis analyses the hiring, promotion and program goals that were established in the prior affirmative action plan. Each goal has been separately addressed and the prior affirmative action plan. Each goal has been separately addressed and the discussion of action taken, thereof, is detailed, searching and complete. These explanations were thoroughly reviewed and are in compliance with the affirmative action Regulations.
Science
American Counseling Association
Higheredjobs.com
Laurea in Higher Education
CSC (Connecticut Society of Civil Engineers)
Hireshumes.org
Diverse
ASEE List Serve
Journal of Higher Ed
http://engineering.academikays.com
Mechanical Engineering Magazine
Diversejobs.net
Hispanic Outlook
Highered.com
Chronicle of Higher Education
DAS
Career Builder – www.careerbuilder.com

The following publications and organizations are representative of those used for the
publication of classified advertisements, notices posted on web pages, and distribution
of employment opportunity announcements.

Continue to request opportunities for employment opportunities.
and publish sector employers on bulletin boards adjacent to the office.

The Office of Diverse and Equity posts employment opportunity announcements from
nationwide in order to attract large and diverse pools of applicants. Advertisements were
placard in the school's weekly newspaper, The New Britain Herald.

Faculty and administrative employment opportunities were advertised locally as well as
of applicants pools.

Central Connecticut State University

Central Connecticut State University Recruitment activities include advertising, sending
• http://acsm.healthjobsplus.com
• AHPERD Career Link
• American Psychological Association (www.apa.org)
• Phil Jobs/Jobs for Philosophers
• American Anthropological Association (www.aaanet.com)
• Jobs.com
• SIGG CCSU Listserv
• Association of Black Psychologists (www.abpsi.org)
• FYE listserv
• www.swe.com
• http://mathjobs.org
• AACN Website
• Networking
• Conference Attendance Distribution
• Email to nursing graduate programs
• Hispanic Outlook in higher education
• Hartford Courant
• Linkedin
• DAS website
• MLA Job offering list
• CCSU Website
• Connecticut Library Association, Connecticut Library Consortium
• Simmons College
• American Accounting Association
• Financial Management Association
• Academy of Management
• Association for Information Services
• Department of Administrative Services
• International Personal Managers Association CT Chapter
• Educause
• Connecticut Distance Learning Consortium – CTDLC email distribution
• College Health listserv
• Share it with CT Chapter, IPMA-HR
• Association of Psychological Science (www.psychologicalscience.org)
• USLacross.org
• Association for Journalism and Mass Communication AEJMC (Aejmc.com)
• Broadcast Education Association (CCA) newsletter
• NASPA Conference
• National Society of Black Physicists
• Area Division J. Post-Secondary Institution Listserv
• National Association of Student Personal Administration
• American Education Research Association, Division I Administration
• Connecticut Association of Latinos of Higher Education
• Psychotherapy Network magazine
1. CHRO/PCSW Update Training June 10, 2015
2. AIVW Annual Conference
3. 23rd Annual Conference on Serving Adults with Disabilities Conference April 30, 2015
6. DOF Panel on Sexual Assault Laws October 17, 2015
7. BOR Title IX Training Program
8. CACREP Annual Meeting September 12, 2015
9. BOR Title IX Training April 8, 2015
10. Training April 7, 2015

Annual Title IX Training (March 2015) Consensus Sexual Assault Crisis

Members of the Office of Diversity and Equity and Equity staff attended and/or addressed various:

- American Society of Criminology
- ASME-Huntington, West Virginia
- American Society for Advancement of Female Leadership
- American Society for Advancement of Research and Leadership
- Council on Basic Writing Leadership
- WPA Board
- Writing Program Administration Leader
- Credentialing Association of Schools (CT Principles)
- American Association for Marriage and Family Therapy Website
- ATMAE Leader, ISA Leader ETCA Leader
- SESG Website
- American School Counselors Association (ASCA)
- National Association of School Counselors (NASCAC)
- American Counseling Association (ACA)
- National Association of Educational Opportunity Programs (NAEOP)
- Califorion Learning Center Association Conference
- National Latino Psychological Association (WW&M/CAP, WMCAP)
- Monster.com
- Degree in Engineering Technology
- Soft Engineer (CoE)
- American Chemical Society
- Education Research Association (SRVA)
- American Educational Research Association (AERA)
- National LGBTQ Association for School Superintendents (CAPS)
- Central Connecticut State University
Central Connecticut State University

- CHRO AA Plan Training June 18, 2015
- ATIXA Civil Rights Investigator Level Two Certification Course June 2015
- YWCA Training- Certification for Sexual Assault Crisis Counselor.48 hour training-Spring 2015
- Clery CSA Training- June 2015

Scholarship funds are available to assist classified employees and their dependent children with educational goals at Central Connecticut State University. The Central Connecticut State University Foundation designates funds for both the dependent children and the employees enrolled in courses. Each semester, the Human Resources Office sends mass mailings to all classified staff to notify them of this opportunity. During the reporting period the foundation awarded $13,000 to thirteen (13) recipients.

The Connecticut State University System (CSU) reinstated the agreement with AFSCME Council 4 to provide a tuition waiver program to clerical employees, through June 30, 2016. Members of the Administrative Clerical bargaining unit, who are permanent and work at least 20 hours weekly, may take up to two courses per semester at any of the four state universities, tuition free. During the fall 2014 semester, seven CCSU employees benefitted from this program: three (3) White females, two (2) Black females, one (1) Hispanic female, and one (1) Hispanic male. During the spring 2015 semester five (5) CCSU employees benefitted from this program: two (2) White females, one (1) Black female, one (1) Hispanic female, and one (1) Hispanic male.

The Office of the Vice President for Student Affairs at Central Connecticut State University is dedicated to collaborating with community organizations whose mission is to expose young students to higher education. Over the past several years, Student Affairs has sponsored several Career Beginnings Programs which support the University's initiative to diversify the campus. This organization consists of three programmatic elements: "5th Graders Go to College", "8th Graders Go to College", and the "High School/Mentorship Program". Each spring semester, the University has hosted the "5th Graders Go to College" an "8th Graders Go to College" programs in an effort to increase early awareness of higher education to students in the Greater Hartford Area. Students are provided an opportunity to tour the campus, eat lunch on the green, visit the gymnasium and planetarium, and hear from college students and personnel. In addition, the Student Affairs Office has sponsored the Career Beginnings Mentorship Program by providing workshops on topics such as the financial aid process, the admission process, and strategies in succeeding in college.

To continue to enhance the recruitment program, the Office of Diversity and Equity and Human Resources work with the SUOAF/AFSCME Minority Recruitment and Mentoring Committee (MRMC) and AAUP Minority Recruitment and Retention Committee (MRRC) to develop strategies to attract a diversified pool of applicants for employment. The AAUP MRRC is changed with the responsibility of assisting search committee to recruit members of minority and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will effectuate the above purposes. Last year $21,638.00 was awarded to four (4) males and seven (7) female minority faculty in Economics, Modern Languages, Nursing, Educational Leadership,
Students at Travelers.

Sociology, Finance, Geography and Psychology.

Central Connecticut State University
An agreement with Pratt & Whitney Aircraft Quality Engineering Scholarship Program at CCSU continues. The scholarship will enhance a pipeline of qualified workers to the aircraft industry while building awareness of careers in the aerospace quality engineering field. A key element of the program is the recruitment of students from CCSU existing network of community and school-based collegiate awareness programs to insure that scholarship recipients represent diverse social, economic, educational and cultural backgrounds. A similar agreement was signed with Sikorsky Aircraft to support one student.

The CCSU Alumni Association continued to support the Anthropology Department for an oral history project of African Americans in New Britain, CT. The Association has started plans for an event and fundraising drive to celebrate the Educational Opportunity Program (EOP) 50th Anniversary in 2017. In addition, Institutional Advancement, promoting the CCSU Alumni Association, supported a program and fundraising drive to commemorate the birthday of Ebenezer Bassett, CCSU’s first African-American graduate.

Lavender Graduation is a program that began in 1995 at the University of Michigan and now takes place in colleges and universities across the country. It celebrates the academic achievements of lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally (LGBTQIA) undergraduate and graduate students. This event acknowledges the unique challenges, experiences and accomplishments that these students face during their pursuit of higher education and thanks them for their contributions to campus life, diversity and their fields of study. Having completed degrees in higher education and become positive role models for younger LGBT students, this ceremony also thanks them for their perseverance through sometimes turbulent and hostile life and school experiences.

This program was first brought to Central Connecticut State University as a capstone project by two students of the graduate program for Counseling in Student Development in Higher Education. It is now an Institutional effort offered annually by the CCSU LGBT Center and the Office of Student Activities and Leadership Development. Since 2010 CCSU has recognized 68 LBGTQ and Ally Students in our annual Lavender Graduation Ceremony. Each Lavender Graduate receives a certificate of recognition and a rainbow cord and tassel to wear during commencement exercises.

SECTION 46a-68-59(b)(4)

Central Connecticut State University had no deficient elements in the previous plan, therefore, is in compliance with the (b)(4) standard.
Current Fiscal Year: 2014/2015

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Prior Fiscal Year: 2013/2014

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<td>88.6%</td>
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Central Connecticut State University has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

CONTRACT COMPLIANCE

Central Connecticut State University is in compliance with the Diversity Training requirements of the statute.

ADDITIONAL MANDATED REPORTING

No section is different or week in the proposed affirmative action plan.

SUMMARY OF PROPOSALS/RECOMMENDATIONS:

Letter of Commitment was not required.

SECTION 46.6-68.66 Letter of Commitment

Central Connecticut State University
## HIRING GOAL ANALYSIS

### HIRING GOALS FOR THE PERIOD March 1, 2014 THROUGH July 31, 2015

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<th>OCCUPATIONAL CATEGORY/CLASS</th>
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<tr>
<td>Professor</td>
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<td>WF, OM</td>
<td>0</td>
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<tr>
<td>Associate Professor</td>
<td>S</td>
<td>2</td>
<td>BF, HF, OF</td>
<td>4 WM, 1 WF, 2 OM</td>
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<td>Assistant Professor</td>
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<td>11 WF, 2 BF, 1 HM, 1 OF, 13 WM, 2 BM, 1 HF, 9 OM</td>
<td>8-9</td>
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<td>Coaches</td>
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<td>BM, BF, HF, OM</td>
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<td></td>
<td>L</td>
<td>2</td>
<td>OF</td>
<td>11 WF, 2 HM, 2 HF</td>
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Page 1 of 3
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**Note:** Hiring Goals for the Period March 1, 2014 through July 31, 2014.
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**DATE:** JULY 31, 2015

**SOURCES:** OPM, CSO, EMPLOYMENT SERVICES.

**FORMAT:** EPSA 35A.
# FIVE YEAR HISTORY

Central Connecticut State University

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State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
Central Office -- 25 Sigourney Street, 7th Floor, Hartford, CT 06106
Promoting Equality and Justice for all People

PROPOSED AFFIRMATIVE ACTION PLAN

Central Connecticut State University
AGENCY

REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

INTRODUCTION

SECTION 46a-68-102. STANDARD OF REVIEW

(a) To receive approved status, a plan must contain all elements required by Sections 46a-68-76 through 46a-68-114, inclusive.

(b) Additionally, a plan shall be approved only if:

(1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or

(2) the agency has met all or substantially all of its hiring, promotion and program goals; or

(3) the agency has demonstrated every good faith effort to achieve such goals and, despite these efforts, has been unable to do so; and

(4) the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews in accordance with Section 46a-68-62(c).

SECTION 46a-68-103. PLAN REVIEW AND ANALYSIS
As part of the review process, a written evaluation of the plan shall be prepared by Commission on Human Rights and Opportunities staff. Such evaluation shall:

1. assess the degree of procedural compliance with Regulations of CT State Agencies

2. identify and comment upon the deficiencies and weaknesses of the plan;

3. appraise the performance and effort of the agency in meeting its goals;

4. evaluate the effectiveness of the affirmative action program; and suggest remedial action in addition to or in lieu of that proposed in the plan to achieve a balanced workforce and eliminate discriminatory practices.

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SECTION 46a-68-79. Policy Statement

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is__________ Deficient __________ Weak _____ X ______ In Compliance

SECTION 46a-68-79. Internal Communication

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is__________ Deficient __________ Weak _____ X ______ In Compliance

SECTION 46a-68-80. External Communication and Recruitment Strategies

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is__________ Deficient __________ Weak _____ X ______ In Compliance

SECTION 46a-68-81. Assignment of Responsibility and Monitoring

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is__________ Deficient __________ Weak _____ X ______ In Compliance
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SECTION 46a-68-82. Organizational Analysis

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak _______ X ______ In Compliance

SECTION 46a-68-83. Work Force Analysis

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak _______ X ______ In Compliance

SECTION 46a-68-84. Availability Analysis

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak _______ X ______ In Compliance

SECTION 46a-68-85. Utilization Analysis and Hiring and Promotion Goals

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak _______ X ______ In Compliance
Central Connecticut State University

SECTION 46a-68-86. Employment Analyses

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is ______ Deficient ______ Weak ____ X ____ In Compliance

SECTION 46a-68-87. Identification of Problem Areas

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is ______ Deficient ______ Weak ____ X ____ In Compliance

SECTION 46a-68-88. Program Goals

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is ______ Deficient ______ Weak ____ X ____ In Compliance

SECTION 46a-68-89. Discrimination Complaint Procedure

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is ______ Deficient ______ Weak ____ X ____ In Compliance
Central Connecticut State University

SECTION 46a-68-90. Goals Analysis

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak ________ X ______ In Compliance

SECTION 46a-68-91. Career Mobility

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:
This section is _________ Deficient _________ Weak ________ X ______ In Compliance

PROPOSALS/RECOMMENDATIONS:
In future filings provide the occupational category, race & sex of the persons receiving career counseling.

SECTION 46a-68-93. Innovative Programs

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION
This section is _________ Deficient _________ Weak ________ X ______ In Compliance
Central Connecticut State University

SECTION 46a-68-94. Concluding Statement

PREVIOUS SUBMISSION:
This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION
This section is _________ Deficient _________ Weak _____ X _____ In Compliance

CONCLUSION:
The proposed affirmative action plan submitted by the Central Connecticut State University for the filing date of November 30, 2015 has been voted Approved.