Central Connecticut State University has put itself on public record that it is an Affirmative Action/Equal Employment Opportunity employer. Throughout the reporting period and prior to recruiting for position vacancies, the University initiates and undertakes aggressive positive relationship-building to ensure that affirmative action is more than a paper commitment. Consistent with this effort:

The University has developed a means of recruiting goal candidates for current positions. Recruitment strategies designed to ensure opportunities for all qualified applicants begin at the basic level of the employment process. The University’s recruitment plan is designed to secure ongoing relationships and develop additional recruiting sources while cultivating recruitment programs as required by Subsection (c).

During the reporting period, the Chief Diversity Officer (CDO), with support from other University officials, maintains on a continuing basis, a list of individuals, publications, groups, and organizations, and a list of regular recruiting services representing protected groups. Written expression of the University's commitment to affirmative action and equal employment opportunity and notices of job availability are sent regularly to these recruitment resources which are capable of referring qualified applicants for employment. All advertisements and position announcements contain a statement of the University’s commitment to affirmative action and equal employment opportunity. The newly formed Office of Equity and Inclusion staff (OIE) plan on continuing this recruitment process.

All employment advertisements contain a reference to the University’s commitment to affirmative action and a statement that the University is actively seeking members of underrepresented groups to diversify its workforce. No advertisements exclude people by gender or age, except in the case of a bona fide occupational qualification or need.

The CDO, in conjunction with other members of the University community, makes personal contacts with local, state and national recruitment sources. These efforts are designed to maintain frequent contact with protected class groups, organizations and resource agencies. New contacts are continually sought.

Employment advertising publication sources include media that target an underutilized class audience in the labor market areas most relevant for filling a vacant office position or position classification.

The Chief Diversity Officer and ODE staff directly oversees all Search committees. The Office of Diversity and Equity (ODE) reviewed all notices of position vacancies, applications and the candidate pools to ensure that qualified goal applicants are included and selected for interview during the reporting period. When the candidate pool is void of qualified goal candidates, the ODE has sufficient time to request that the search be extended in order to engage in additional recruitment efforts. OIE plans on continuing to review all notices of vacancies, applications and the candidate pools to ensure that qualified goal applicants are included and selected for interview in future filing periods.

The University’s recruitment strategies include placement goals for all job openings. Vacancy notices are posted in their respective occupational category on the University’s web page. The ODE posts employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office and OIE will continue through the next reporting period.

The ODE staff reviewed resumes and applications of candidates, including goal candidates, to further ensure that the interview pools are diverse, as part of the University’s recruitment plan. Where the staff found that the interview pools did not include goal applicants and were not diverse, the CDO or Associate reviewed other candidates for consideration.
Notices dated December 26, 2018 stating that the University is an Affirmative Action/Equal Employment Opportunity employer was sent to all unions that represent the University's employees for collective bargaining purposes. Such notice contains an invitation to review and comment on CCSU’s Affirmative Action Plan. Copies of the union letters are included in the Affirmative Action Plan.

The Chief Financial Officer and the Chief Administrative Officer are responsible for overseeing contract compliance requirements covered by Conn. Gen. Stat. Sections 4a-60 and 4a-60a.

The University encourages and solicits the participation of minority business enterprises meeting qualifications established under Connecticut General Statute 4a-60g and 4a-61or 32-9e. All bidders, contractors, subcontractors and suppliers of materials and services to the University received notification of the University’s Affirmative Action/Equal Employment Opportunity policy. The notice includes a statement that the University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials or found to be in violation of any state or federal antidiscrimination law.

Further, the University does not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials that discriminates against protected group members and promptly reports any behavior inconsistent with state or federal anti-discrimination law to the Commission on Human Rights and Responsibilities (CHRO) or other appropriate authorities for investigation. The University encourages bidders, contractors, subcontractors, and suppliers of goods and services to develop their own affirmative action plans.

The University engages in concerted agenda with the Department of Administrative Services (DAS), Permanent Commission on Women, Children and Seniors, Department of Labor (Job Service), Department of Economic and Community Development or any other pertinent agency to coordinate and unify the implementation of the above activities, and to eliminate unnecessary duplication of effort and expense.

In accordance with the State of Connecticut Records Retention guidelines, the University maintains the name and address of each organization, recruiting source, bidder, contractor, subcontractor, supplier of materials, publisher and union receiving notice of the agency policy, date of notice, and copies of all communication, statements, advertising and contract provisions with the above groups or individuals. Where the cooperation of another agency is essential to the implementation of activity undertaken pursuant to this section, the University shall keep record of each instance of contact with the agency whose cooperation is requested and the outcome thereof.

**CONTRACT COMPLIANCE/SMALL BUSINESS SET-ASIDE ACTIVITIES**

The Chief Diversity Officer worked with the Chief Finance and Chief Administrative Officers to ensure compliance with the Connecticut General Statute Section 46a-60, Contract Compliance.

In compliance with Section 46a-68-35, the University has consistently put itself on public record as being an affirmative action/equal opportunity employer.

Central Connecticut State University submitted its Small Business Enterprise (SBE) and Minority Business Enterprise (MBE) Set-Aside goals for fiscal year 2018-2019 to Department of Administrative Services (DAS) Business Network BIZNET and the Commission on Human Rights and Opportunities (CHRO).

The University received a notice August 28, 2019, which outlined its requests, the approved DAS goals, and an explanation of the course of action taken to establish the goals approved by DAS.

The University’s SBE and MBE allocated funds for fiscal year 2018-2019 were $1,394,252.00.
The goal for SBE was $348,563 and the goal for MBE was $87,140.75. At the close of the fourth quarter of the fiscal year, the SBE expenditures totaled $6,855,146.43 (approximately 1966.68% of the established SBE set aside allocation) and the SBE expenditures and the MBE expenditures totaled $2,067,587.66 (approximately 2372.70% of the established SBE/MBE set aside goal) both of which exceed the goals set for the fiscal year 2018-2019.

During this reporting period, the Purchasing Manager continued to implement proactive measures designed to encourage SBE expenditures. These measures included reviewing the list of vendors to ensure that SBEs were properly identified as set-asides and letters were sent to companies making them aware of the set-aside program as well as encouraging them to become certified through the DAS Business Network BIZNET. In addition, internal purchase-card (P-Card) users were encouraged to use SBEs when making purchases. Those purchases to SBEs were manually extracted from the University’s P-Card expenditures.

All bidders, contractors, subcontractors and suppliers of goods and services to the University were notified of the University’s policy that it would not do business with anyone who discriminates against protected class members. The following statement was included in all bids and on all purchase orders –

Nondiscrimination Statement Central Connecticut State University is an affirmative action equal opportunity institution. The University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials found to be in violation of any state or federal antidiscrimination law. All bidders, contractors, and suppliers of materials have been made aware of the University’s affirmative action policy. Every formal bid contains contract compliance regulations and bidder contract compliance report forms. A requirement to comply with C.G S. Section 4a-60 is provided to every recipient a Request for Proposal (RFP). In addition the content of C.G.S. Section 4a-60 is printed on the reverse of every purchase order, as well as any other agreement entered into between CCSU and another party in which review and approval of the Attorney General Office is conducted. The University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials who discriminates against members of any class protected under Sections 4a-60 and 4a-61a of the Connecticut General Statutes.

For every RFP and RFQ issued, the University sent invitation to bid notices to the DAS Business Network BIZNET, which electronically distributes said bid notices to all minority businesses who are registered with BIZNET.

During this reporting period, invitations to bid notices were placed in the DAS Business Network BIZNET and the CCSU Purchasing websites. During this reporting period, the Purchasing Department maintained a web page at http://www.ccsu.edu/purchasing/currentBids.html, which listed all of the University’s currently available bidding opportunities. In addition, it provided links to the DAS web page, where SBEs can find information regarding state procurement opportunities, assistance for set-aside contractors interested in securing state contracts, a complete description of the Set-Aside Program, and how to become certified. The web page also included the Purchasing Policies and Procedures Manual so that potential bidders could obtain information regarding the processes, procedures, and regulations associated with the acquisition of products and services for the University.

GOOD FAITH EFFORTS

As required in Section 46a-68-92, the University has engaged in the initiatives articulated in subsection (a) to (d), inclusive, of this section:
RECRUITMENT ACTIVITIES DURING THIS REPORTING PERIOD

The University developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups as required under Subsection (B). Throughout the reporting period and prior to recruiting for position vacancies, the University initiated and engaged in aggressive positive relationship-building activities.

The University utilized search committees to fill all unclassified vacancies. Each search committee was required to develop a search plan designed to reach a broad and diverse pool of potential applicants. Further, the search committee was instructed by the chief diversity officer to make every effort to recruit underutilized and underrepresented applicants. Those efforts included aggressive advertising, sending letters with the position description to appropriate institutions, including those that have significant populations of minorities, recruiting potential minority applicants through professional organizations and at professional meetings, and networking with individuals who are likely to have contact with underutilized members.

The Chief Diversity Officer advised executive, faculty, and administrative search committees to extend searches and re-examine recruitment methods during the reporting period and the new OEI staff will continue with the same practice in future plans. The search committees were able to expand recruitment to enhance demographics of the applicant pool with the approval of the Chief Diversity Officer. A search may be extended or canceled if a diverse pool of applicants is not identified.

Faculty and administrative employment opportunities were advertised locally as well as nationally in order to attract large and diverse pools of applicants. Advertisements were placed in local newspapers, such as the Hartford Courant, New Britain Herald, etc. To reduce advertisement costs the University is purchasing annual subscriptions to the following: Highered.jobs.com and Diversejobs.com. This allows the University to post unlimited advertisements for its positions.

Vacancies in classified occupational categories were posted within the University. In addition, notices of the vacancies were sent to other CSU universities, state agencies, local and regional newspapers, the State of Connecticut Job Service, the DAS website, all unions representing qualified staff, and a number of community agencies representing protected groups. All classified positions were filled through the JobAps System coordinated through the Department of Administrative Services (DAS) and this State-wide system advertises on many social media sites to attract a wide range of diverse applicants.

The University posted notice of all vacancies in their respective occupational category on its web page at http://www.ccsu.edu./HumanResources/jobs.html. The University also advertises on the Connecticut state Colleges and Universities (CSCU) website with all of the other Connecticut State Universities.

As indicated above, the Office of Diversity and Equity posted employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office. Copies of these announcements as well as other equal employment opportunity information were provided upon request during the reporting period and the newly named Office of Equity and Inclusion (OIE) plans on continuing to post job opportunities for the campus community.

Continuous contact was made with recruiting sources and organizations capable of recruiting underutilized group members for employment. The list of recruiting sources was annually updated. Members of the University continue to meet with officials from community, social and religious organizations to discuss community building, which included recruitment for employment opportunities.
To continue to enhance the recruitment program, the Office of Diversity & Equity and Human Resources worked directly 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 (Faculty) MRRC is charged with the responsibility of assisting search committees to recruit members of minorities and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will make the above purposes. Last year the University awarded $38,335.00 to seven male and nine female minority faculty in the following disciplines: History, Chemistry and Biochemistry, Psychological Science, Computer Electronics & Graphics Technology, Modern Languages, Physical Education Human Performance, Social Work, Manufacturing & Construction Management, Economics, Counselor Education & Family Therapy, Physics & Engineering Physics, Communication, Anthropology, and Educational Leadership, Policy & Instructional Technology.

The SUOAF/AFSCME MRMC (Professional Non-Faculty) is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first three years in a new position or reassignment. The program eligibility was changed from three to six years and it now includes employees who are promoted to a higher-level position. During the reporting period, 32 members attended a number of presentations 1) MRMC Mentoring Luncheon, 2) presentation to new members on the MRMC/union resources and 3) MRMC Financial Retirement & State Options Planning. In addition, thirteen (13) members of color received funding to participate in professional development activities. The committee also contributed to several recruitment subscriptions.

The Chief Diversity Officer attended many conference, seminars and workshops that focused on Affirmative Action., Equal Employment Opportunity, Diversity, Equity and Inclusion and also on Title IX during the reporting period. When possible, the CDO or the Diversity Associate attend scheduled meetings of both the Connecticut Association of Diversity and Equity Professionals (CADEP) and the CSU Diversity and Equity Officers group as meetings are scheduled.

The following publications, web sites and organizations are representative of those used for the publication of advertisements, notices posted on web pages, and distribution of employment opportunity announcements. The numbers in this plan are reflective of an annual recruitment period. The University typically posts all faculty and administrator positions in these three publications: Chronicle of Higher Education, Diversejobs.com, and higheredjobs.com. Additionally, staff and faculty share the postings with other colleagues in the field or academic discipline.

Unclassified Job Advertisements
1. Association of College Unions International
2. Email to CCSU Student Center Listserv
3. Hispanic Outlook in Higher Education
4. JERRY-P-BECKER-MTE-L@listserv.siu.edu
5. National Economic Association (formerly the Caucus of Black Economists) ListServ (Dept.)
6. Society for Neuroscience (NeuroJobs Board)
7. Academy of Management Job Bank
8. Adverse Childhood Experiences (ACE)
American Association of Collegiate Registrars & Admissions Officers (AACRAO)
American Collegiate Hockey Association (ACHA)
American Counseling Association (ACA)
American Counseling Association (ACA)
American Society of Criminology (ASC) ListServ
American Society of Criminology
American Society of Hispanic Economics
American Society of Hispanics Economists ListServ (Dept.)
Association for Compliance and Senior Woman Administrator
Association for Psychological Science (APS Employment Network)
Association of American Medical Colleges (AAMC)
Association of College Unions International (ACUI)
Association of Community & Continuing Education (ACCE) ListServ
Association of International Education (NASFA)
Association of Mathematics Teacher Educators (AMTE) Job Listings
Association of Registered Investment Advisors (ARIA) aria.org
Central Connecticut State University (CCSU) Web Page
Chronicle of Higher Education
Civilian Conservation Corps (CCC) ListServ and other composition-related distribution lists
College Libraries ListServ
College Music Society
Communication Systems and Network Technologies (CSNT) ListServ
Communications of the Association for Computing Machinery (ACM)
Connecticut State Colleges and Universities (CSCU) Web Page
Connecticut Association of Educational Opportunity Programs (CAEOP)
Connecticut League for Nursing
Connecticut Society of Certified Public Accountants (CTCPA)
Council on Social Work Education (CSWE)
Counseling Today
CT Association of Diversity & Equity Professionals (CADEP) email distribution
CT Association of Educational Opportunity Programs (CAEOP)
Department of Administrative Services (DAS)
Diverse.com
Diversejobs.net
Diversity.com
DRIJOBS.US
Early Childhood and/or Infant/Toddler Mental Health Conferences
E-mail distribution to all colleagues and friends of the faculty
Email distribution to local (CT) Chemistry/biochemistry chairs at local universities
Engineering Technology Division (ETD) Listserv
Facebook groups related to Student Affairs and Higher Education
Faculty and Staff Networking and attendance/distribution of position announcements at Conferences
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>51</td>
<td>Graduate Alumni Mailing Lists</td>
</tr>
<tr>
<td>52</td>
<td>Hartford Courant</td>
</tr>
<tr>
<td>53</td>
<td>Higheredjobs.com</td>
</tr>
<tr>
<td>54</td>
<td>History h-net listserv</td>
</tr>
<tr>
<td>55</td>
<td><a href="https://careers.primr.org/jobs">https://careers.primr.org/jobs</a></td>
</tr>
<tr>
<td>56</td>
<td>Indeed.com</td>
</tr>
<tr>
<td>57</td>
<td>International Personnel Management Association (IPMA-HR) CT Chapter website</td>
</tr>
<tr>
<td>58</td>
<td>Job Openings for Economists (JOE)</td>
</tr>
<tr>
<td>59</td>
<td>Journal of Blacks in Higher Education</td>
</tr>
<tr>
<td>60</td>
<td>MathJobs.org</td>
</tr>
<tr>
<td>61</td>
<td>MDJOBSITE.com</td>
</tr>
<tr>
<td>62</td>
<td>Militarymedical.com</td>
</tr>
<tr>
<td>63</td>
<td>Modern Language Association (MLA) Job Information List</td>
</tr>
<tr>
<td>64</td>
<td>National Association for College Admission Counseling (NACAC)</td>
</tr>
<tr>
<td>65</td>
<td>National Association of College and University Business Officers (NACUBO)</td>
</tr>
<tr>
<td>66</td>
<td>National Association of Collegiate Director of Athletics (NACDA) Career Center (jobcenter.nacda.com/employers)</td>
</tr>
<tr>
<td>67</td>
<td>National Association of Student Personnel Administrators (NASPA)</td>
</tr>
<tr>
<td>68</td>
<td>National Collegiate Athletic Association (NCAA) Market (<a href="https://ncaamarket.ncaa.org">https://ncaamarket.ncaa.org</a>)</td>
</tr>
<tr>
<td>69</td>
<td>National Collegiate Athletics Association (NCAA) News</td>
</tr>
<tr>
<td>70</td>
<td>National Council of Teachers of Mathematics (NCTM) Website</td>
</tr>
<tr>
<td>71</td>
<td>National Intramural and Recreational Sports Association (NIRSA) Job Board</td>
</tr>
<tr>
<td>72</td>
<td>National Research Service Awards (NRSA) website</td>
</tr>
<tr>
<td>73</td>
<td>New England Association of Collegiate Registrars a&amp; Admissions Officers (NEACRAO)</td>
</tr>
<tr>
<td>74</td>
<td>New England Commission on Higher Education (NECHE) List Serve</td>
</tr>
<tr>
<td>75</td>
<td>New England Educational Opportunity Association website</td>
</tr>
<tr>
<td>76</td>
<td>Northeast Conference (NEC) members. The NEC will distribute the ad to the other 30 Division I conferences.</td>
</tr>
<tr>
<td>77</td>
<td>Psychology Academic job search</td>
</tr>
<tr>
<td>78</td>
<td>Public Responsibility in Medicine and research (PRIM&amp;R)</td>
</tr>
<tr>
<td>79</td>
<td>Regional mailing list that Student Center staff maintains of college unions</td>
</tr>
<tr>
<td>80</td>
<td>Science Magazine</td>
</tr>
<tr>
<td>81</td>
<td>Society for Teaching of Psychology discussion/job board/listserv</td>
</tr>
<tr>
<td>82</td>
<td>Special Interest Group on Computer Science Education (SIGCSE) mailing list</td>
</tr>
<tr>
<td>83</td>
<td>StudentAffairs.com</td>
</tr>
<tr>
<td>84</td>
<td>Targeted Social Media Sites</td>
</tr>
<tr>
<td>85</td>
<td>Technology Association ListServ</td>
</tr>
<tr>
<td>86</td>
<td>University Council for Educational Administration (CEA) Job Postings</td>
</tr>
<tr>
<td>87</td>
<td>Various other ListServs from CLASS disciplines</td>
</tr>
<tr>
<td>88</td>
<td>Women in Higher Education</td>
</tr>
<tr>
<td>89</td>
<td>Women Leaders in College Sports (<a href="https://www.womenleadersincollegesports.org/">https://www.womenleadersincollegesports.org/</a>)</td>
</tr>
<tr>
<td>90</td>
<td>Works Progress Administration (WPA) ListServ and other composition-related distribution lists</td>
</tr>
</tbody>
</table>
December 26, 2018

Mr. John DiSette, President
A & R Local 4260
855 Brook St. (1st Fl.)
Rocky Hill, CT 06067

Dear Mr. DiSette:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Toto
File
December 26, 2018

Mr. Dave Glidden, Executive Director
CSEA/SHIU Local 2001
760 Capital Avenue
Hartford, CT 06106

Dear Mr. Glidden:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency’s Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Tozer
File

December 26, 2018

Mr. Sal Luciano, Executive Director
AFCME CT Council 4
444 East Main Street
New Britain, CT 06051

Dear Mr. Luciano:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency’s Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Tozer
File
December 26, 2018

Mr. Ron McLellan, President
Connecticut Employees Union Independent
P.O. Box 1268
N菲尔頓, CT 06457

Dear Mr. McLellan:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Ross Rodrigues
Chief Diversity Officer/Title IX Coordinator

cc: President Toro
File

December 26, 2018

Ms. Eileen Tappia, President
CSU-AAUP Office
Central Connecticut State University
Marion White 318, 319 & 322
1615 Stanley Street
New Britain, CT 06050

Dear Ms. Tappia:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Ross Rodrigues
Chief Diversity Officer/Title IX Coordinator

cc: President Toro
File
December 26, 2018

Mr. Glenn Teleski, President
Connecticut Police & Fire Union
50 Columbus Blvd.
Hartford, CT 06106

Dear Mr. Teleski:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying union officers of the Agency’s Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all union officers that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 5015 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Teleski
File
INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for a Mail Handler position. This position is located in CCSU Mail Services, and is a full-time (37.5 hours per week) position on a 40-hour work week. The incumbent in this position is responsible for independently performing a full range of mail Handler duties including the receipt, processing and distribution of mail.

PURPOSE OF JOB CLASS

IN accordance with the Title 29, Labor, regulations, all positions are filled in accordance with the requirements established by the Connecticut State University and College System (CSUCS) and the Connecticut State University and College System (CSUCS) Board of Regents for Higher Education. Candidates must meet the Minimum Qualifications as listed on the job opening to be eligible for consideration.

A valid driver's license is required.

All candidates for employment at Central Connecticut State University are subject to a pre-employment background investigation including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation. Later in the employment process, current BCT employees may be required to provide their most recent performance evaluations.

Should you have questions pertaining to this recruitment, please contact Kathy Cahill at kcahill@ccsu.edu.

WORKING CONDITIONS

The State of Connecticut is an Affirmative Action/Equal Opportunity Employer.

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the application of women, minorities, and persons with disabilities.

Click on the link below to apply for this position:

https://www.jobapcloud.com/CT/spubpreview.asp?R1=18008&R2=5497TC&R3=001 8/19/2018
INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for a Telecommunications Dispatcher position. This full-time (40 hours per week) position is located in the CCSU Police Department. The incumbent is responsible for independently performing a full range of dispatcher duties serving a communications link between the university, other public safety agencies and the public. The work schedule will include weekends, evenings, and holidays. The candidate must pass a thorough background investigation and a physical examination.

SPECIAL REQUIREMENTS

1. Incumbents in this class may be required to possess and retain certification as a Telecommunicator.

2. Incumbents in this class may be required to receive within three (3) months of appointment and retain certification in NGIC and COLLECT systems.

3. Incumbents in this class may be required to work a schedule that includes weekends, evenings and holidays.

CHARACTER REQUIREMENTS

In addition to the covering of references and facts stated in the application a thorough background investigation of each candidate may be made before persons are certified for permanent appointment.

PHYSICAL REQUIREMENTS

A physical examination may be required by the appointing authority. Applicants for this class must possess normal hearing and vision.

WORKING CONDITIONS

Incumbents in this class may be required to work in noisy positions for long periods of time.

CONCLUSION

AN AFFIRMATIVE ACTION/OFFICE EMPLOYER
STOREKEEPER ASSISTANT (37.5 Hour)

Central Connecticut State University

Recruitment #151019-51317C-001

Location: New Britain, CT

Date: 10/25/2019 12:00:00 AM

Salary: $14,520 - $15,320/year

Position Type: Open to Connecticut Employees

Class: 11/7/2019 11:59 PM

INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for Storekeeper Assistant positions. These full-time (37.5 hours per week) positions are located in the CCSU Police and Public Safety Department. The incumbents are accountable for independently performing a full range of basic tasks in the receiving, storing and issuing of materials and supplies.

KNOWLEDGE, SKILL AND ABILITY

Some interpersonal skills; some oral and written communication skills; ability to follow written and oral instructions and to keep simple records.

MINIMUM QUALIFICATIONS

Any experience and training which would provide the knowledge, skills and abilities listed above.

SPECIAL REQUIREMENTS

Incumbents in this class may be required by the appointing authority to possess and submit appropriate current license, permits and/or certifications.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as is to be able to perform the duties.
2. A physical examination may be required.

WORKING CONDITIONS

Incumbents in this class may be required to lift materials to heavy weight; may be exposed to weather conditions and may be required to handle hazardous materials/chemicals.

CONCLUSION

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

SELECTION PLAN

In order to be considered for this job opening, you must be a current state employee, who has permanent state status and meet the minimum qualifications as listed on the job opening. You must specify your qualifications on your application.

Candidates must possess and maintain a valid driver's license and must pass a thorough background investigation as well as a physical examination.

If you have questions pertaining to this recruitment, please contact CCSUhrbld@ccsu.edu.

PURPOSE OF JOB CLASS (NATURE OF WORK)

This class is responsible for performing a full range of basic tasks in the receiving, storing and issuing of materials and supplies.

EXAMPLES OF DUTIES

Perform routine stock tasks, with related duties in receiving, requisitioning, or inventory control; receives materials and supplies, unpacks, counts, weighs, inspects for damage or non-conformance with order; pulls, packs, and associates items; obtains and maintains shelves, carts and other storage space; may operate electric material handling equipment and stand in keeping inventory. In a small agency with limited stock work, may spend a minor part of time in such areas as mail and messenger service of duplicating and reproduction services. In the Department of Motor Vehicles, performs work involving the handling of materials and related tasks, including mailing; in a loan library, maintains loan records, performs minor maintenance and repair of audiovisual equipment and film; may receive filing in data entry; may drive motor vehicles as assigned; perform related duties as required.

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.

Click on the link below to apply for this position:

[Apply Online]

The State of Connecticut is an Affirmative Action/Equal Opportunity Employer and strongly encourages the applications of women, minorities and persons with disabilities.

E-mail: 800.713.5500 8am - 5pm M-F
Powered by JobsPMS

Policy: Accessibility About CT Contact Us Social Media
For State Employees

©2017 CT.GOV | Connecticut Office of State Website
Custodian (37.5 Hour)
Central Connecticut State University
Recruitment #1164933.0425TC-002

INTRODUCTION
Central Connecticut State University (CCSU) is accepting applications for Custodian positions. There are full-time (37.5 hour/week) positions located in the CCSU Custodial Services Department. The incumbent will be responsible for independently performing a full range of cleaning and maintenance tasks in the buildings.

SELECTION PLAN

KNOWLEDGE, SKILL AND ABILITY
Knowledge of building maintenance, general cleaning techniques, and safety practices.

MINIMUM QUALIFICATIONS
A high school diploma or equivalent is required.

PREFERRED QUALIFICATIONS
Preference will be given to applicants with experience in building maintenance or related fields.

SPECIAL REQUIREMENTS
In compliance with state law and CCSU policy, all new employees will be subject to pre-employment drug screening.

PHYSICAL REQUIREMENTS
1. Must be able to lift and move heavy objects, lift and carry objects weighing up to 50 pounds, and stand for extended periods of time.
2. Must be able to work in a variety of environments, including 50% outdoors and 50% indoors.

Candidates must possess and maintain a valid driver's license and must pass a thorough background investigation as well as a physical examination.

Should you have questions pertaining to this recruitment, please contact CCSU Job Information Center at: 860-773-0525.

PURPOSE OF JOB CLASS
(NATURE OF WORK)
In a state agency this class is accountable for performing a full range of tasks in the cleaning and maintenance of buildings.

EXAMPLES OF DUTIES
Performs custodial tasks and maintenance of university buildings. Includes cleaning tasks such as dusting, sweeping, mopping, vacuuming, and general cleaning of common areas, restrooms, and classrooms. Workers may be required to operate equipment such as floor polishers, vacuum cleaners, and floor strippers.

WORKING CONDITIONS
Incumbents in the class are exposed to some dust, dirt, and chemicals. May have to lift and carry heavy objects, including maintenance equipment.

CONCLUSION
The State of Connecticut is an Affirmative Action/Equal Opportunity Employer.

Click on the link below to apply for this position:

E-mail: (860) 773-0525 Bas - Sum M-F
The State of Connecticut is an Affirmative Action/Equal Opportunity Employer. Employers strongly encourage the application of women, minorities, and persons with disabilities.
General Trades Worker (37.5 Hour)
Central Connecticut State University
Recruitment #181030-03827C-001

INTRODUCTION
Central Connecticut State University (CCSU) is accepting applications for General Trades Utility positions. These full-time (37.5 hours per week) positions are located in DCEU General Trades within Facilities Management. The incumbents are responsible for independently performing a full range of highly skilled trades duties in various trade areas.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE
Four (4) years of experience in one or more trade areas.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE
Two (2) years of the General Experience must have been performing skilled trade functions in one or more trade areas.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED
1. Graduation from a vocational or technical school with a diploma designating completion of subject requirements in a maintenance trade area may be substituted for two (2) years of the General Experience.
2. Two (2) years of experience as a Qualified Craft Worker Intern may be substituted for the General and Special Experience.

SPECIAL REQUIREMENTS
Incumbents in this class may be required by the appointing authority to possess and maintain appropriate current licenses, permits, and/or certifications.

CHARACTER REQUIREMENTS
At State Airports, in addition to the screening of references and of tests stated in the application, a thorough background investigation is performed.

SELECTION PLAN
Candidates must possess and retain a valid driver’s license and must pass a thorough background investigation as well as a physical examination.

PURPOSE OF JOB CLASS (NATURE OF WORK)
This class is accountable for performing highly skilled trades duties in various trade areas.

EXAMPLES OF DUTIES
Performs highly skilled maintenance and/or construction work requiring the application of trade skills, codes, and standard trade practices in a variety of trade areas including, but not limited to, electricity, plumbing, carpentry, HVAC, painting, roofing, and general maintenance.

KNOWLEDGE, SKILL AND ABILITY
Considerable knowledge of and ability to apply the standard tools, materials, methods, and practices of a variety of trade areas; interpersonal skills; oral and written communication skills; ability to prepare estimates and keep shop records; some ability to utilize computer software.

PHYSICAL REQUIREMENTS
1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

WORKING CONDITIONS
1. Incumbents in this class may be required to lift moderate to heavy weights, may be exposed to severe weather conditions and to an element of injury from equipment.
2. The appointing authority may require completion of pre-employment security screening or background checks on applicants selected for this position.

CONCLUSION
Equal Athletic Opportunity Employer
The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.

Click on a link below to apply for this position:
GENERAL EXPERIENCE

Four (4) years of experience in one or more trade areas.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE

Two (2) years of the General Experience must have been performing skilled trade functions in one or more trade areas.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

1. Graduates from a vocational or technical school with a definite designating correlation of subject majorments in a maintenance trade area may be substituted for two (2) years of the General Experience.
2. Two (2) years of apprenticeship as a Qualified Craft Worker may be substituted for the General and Special Experience.

SPECIAL REQUIREMENTS

Instructs in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits, and certifications.

CHARACTER REQUIREMENTS

All State Applicants: In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate must be conducted and a valid driver's license and must pass a thorough background investigation as well as a physical examination.

QUALIFICATIONS

Should you have questions pertaining to this recruitment, please contact: CGSU.APO.AH@connmail.cgu.edu

PURPOSE OF JOB CLASS

This class is accountable for performing highly skilled trades duties in various trade areas.

EXAMPLES OF DUTIES

Perform highly skilled maintenance and construction work requiring the application of trade skills, codes, and standard trade practices in a variety of trade areas including but not limited to electrical, plumbing, carpentry, HVAC, grouting, masonry, painting work, etc. Makes estimates of time, personnel, and materials required on assigned tasks; keeps necessary records. In smaller trade areas, may be the sole worker performing a skilled trade area. Performs duties related to the trade or trade areas as required. At times own shop area may be required to drive for and respond to the various necessary emergency situations; may operate, maintain and install heating, plumbing, electrical, air conditioning, and similar equipment; performs required duties as required.

KNOWLEDGE, SKILL AND ABILITY

Considerable knowledge of and ability to apply the standard tools, materials, methods, and practices of a variety of trade areas; interpersonal skills; must be able to read and write; some ability to utilize computer software.

PHYSICAL REQUIREMENTS

1. Instructs in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

WORKING CONDITIONS

1. Instructs in this class may be required to lift materials to heavy weights, may be exposed to extreme weather conditions and to risk of injury from equipment.
2. The employing authority may require completion of an affirmative action program consistent with EPA guidelines for operators and maintenance during employment in this class.

CONCLUSION

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.
QUALIFIED CRAFT WORKER

(Locksmith) (37.5 Hour)

Central Connecticut State University
Recruitment #181030-6720YTC-001

Location: New Britain, CT
Date: 11/22/2019 3:09:09 PM
Salary: $85,000 - $104,000/year
Job Type: Open to the Public
Close Date: 11/22/2019 11:59:59 PM

INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for a Qualified Craft Worker - Locksmith. This full-time (37.5 hour per week) position is located in the CCSU Facilities Management Key Shop. The incumbent is accountable for independently performing a full range of highly skilled duties relative to the maintenance, repair and installation of locks and door closing equipment as well as provide support to other skilled areas as needed.

MINIMUM QUALIFICATIONS

GENERAL EXPERIENCE

Four (4) years of experience in locksmithing.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE

Two (2) years of the General Experience must have been performing skilled tasks functions in locksmithing.

NOTE: For State Employees, this is interpreted at the level of Skilled Maintainer or Transportation Maintainer.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

1. Graduation from a vocational and/or technical school with a diploma designating completion of subject requirements in a maintenance trade area may be substituted for two (2) years of the General Experience.
2. Two (2) years of experience as a Qualified Craft Worker Intern in a designated maintenance trade area may be substituted for the General and Special Experience.
3. Experience performing technical duties which is designated maintenance trade area on a military base, airport, carrier or large complex. Such experience may be substituted for the General and Special Experience on a year for year basis.

SPECIAL REQUIREMENTS

SPECIAL REQUIREMENTS

1. Incumbents in this class may be required to perform tasks that are included in the job description. Incumbents may be subject to occasional overtime.
2. Incumbents in this class may be required to work in various environments including: in a drafty environment; in a noisy environment; and in an environment that is subject to fumes, dust, odors, chemicals, and the like.

PRACTICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual acuity.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual acuity.

WORKING CONDITIONS

1. Incumbents in this class may be required to lift, move or control heavy weights and to use protective equipment such as respirators, safety glasses, and noise-cancelling devices.

CONCLUSION

1. Incumbents in this class may be required to perform tasks that are included in the job description. Incumbents may be subject to occasional overtime.

CHARACTER REQUIREMENTS

All State Employees in addition to the holding of references and tests stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, and physical agility.

WORKING CONDITIONS

1. Incumbents in this class may be required to lift, move or control heavy weights and to use protective equipment such as respirators, safety glasses, and noise-cancelling devices.

CONCLUSION

1. Incumbents in this class may be required to perform tasks that are included in the job description. Incumbents may be subject to occasional overtime.
Lead Custodian (37.5 Hour)
Central Connecticut State University
Recruitment #181101-9425TC-001

Location: New Britain, CT

Open Date: 1/29/2018 12:00:00 AM
Closed Date: 2/7/2018 12:00:00 AM
Salary: $15,847 - $16,873/yr
Job Type: Open to agency employees

INTRODUCTION
Central Connecticut State University (CCSU) is accepting applications for a Lead Custodian position. This full-time (37.5 hours per week) position is located in the CCSU Custodian Services Department. The work schedule is 8:30 am - 4:30 pm, Monday-Friday. The position is responsible for ensuring a clean, safe, and sanitary environment for the students and staff of the university.

SELECTION PLAN
In order to be considered for this job opening, you must be a current employee of the Board of Regents, Connecticut State Colleges and Universities, who has permanent status, and meet the Minimum Qualifications as listed on the job opening.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

One (1) year of experience to work that could reasonably be expected to provide the knowledge, skills, and abilities listed above.

SPECIAL REQUIREMENTS

1. Candidates must possess and maintain a valid driver’s license and must pass a thorough background investigation as well as a physical examination.
2. Incumbents in this class may be required by the appointing authority to possess and maintain appropriate current license, permits, and/or certifications.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

WORKING CONDITIONS

Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risks from falling equipment and/or machinery and/or hazardous materials.

CONCLUSION

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

PURPOSE OF JOB CLASS
(NATURE OF WORK)

In a state agency this class is responsible for serving as a working supervisor for a crew of Custodians engaged in the cleaning of buildings.

EXAMPLES OF DUTIES

Plans and oversees the cleaning and maintenance of buildings and facilities; maintains inventory and replaces supplies as needed; monitors crews and performs inspections of work performed by the crews; develops and implements a maintenance and cleaning program for the facilities; ensures that all cleaning equipment is properly maintained and used; communicates with management and staff; prepares work schedules for the crew; and performs related duties as required.

KNOWLEDGE, SKILL AND ABILITY

Knowledge of building maintenance and cleaning techniques; ability to communicate effectively, both orally and in writing; ability to understand and apply rules, regulations, and procedures; ability to work with minimal supervision; ability to read and understand manuals; ability to plan and organize work; ability to prioritize and perform multiple tasks simultaneously; ability to work well with others; and ability to use standard office equipment.

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.
Pursue highly skilled duties to ensure safe operation at negligible power plant equipment for maintenance and efficient production at high pressure steam, chemical power, and closed water in the power reverse cycle. Operate equipment and observe daily or weekly operation of systems such as steam raising engines, steam, water separators, critical, electric, utilities, piping systems, coal storage, cooling towers, chemical feed water systems, water treatment systems, and all other auxiliary systems in the power plant to maintain efficient operation of systems. 

WORKING CONDITIONS

Employees in this class must work independently, often under physical stress, stamina, physical ability, and possessing the ability to perform duties in emergency conditions.

KNOWLEDGE, SKILL, AND ABILITY

Knowledge of steam and electrolyte systems, steam generation, boiler plant, and auxiliary systems; knowledge of industrial instrumentation and control systems; interpersonal skills.

https://www.jobsapseo.com/CTIPS/JobPostingDisplay.aspx?ClimbNumber=9524FM&RL=1...
11/7/2018

https://www.jobsapseo.com/CTIPS/JobPostingDisplay.aspx?ClimbNumber=9524FM&RL=1...
11/7/2018
INTRODUCTION

https://www.careerlink.state.ct.us/jobs/view?jobID=181204&OpenPositionID=900495&x=61750&y=4837 &z=1252018

SPECIAL REQUIREMENTS

1. Candidates for this class are subject to arrestee standards pursuant to Section 7-99-4.a of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.
2. Instructors in this class must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-99-4.a of the Connecticut General Statutes and the regulations promulgated by the Connecticut Police Officer Standards and Training Council. Less of certification will result in removal from the class.
3. Instructors in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.
4. Instructors in this class must possess and maintain valid Motor Vehicle Operators' Licenses.
5. Instructors in this class may be required to obtain and maintain Competency Medical Technician (CMT) certification.
6. Instructors in this class must be eligible and qualified to bear arms.
7. Instructors in this class may be required to travel.

CHARACTER REQUIREMENTS

All candidates for employment at Central Connecticut State University are subject to a pre-employment background investigation, including criminal background checks, reference checks, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.
Job Opening: Planetarium Technician (37.5 Hour) - Department of Administrative Services Page 1 of 3

State Victor

Connecticut State Department of Administrative Services

Planetarium Technician (37.5 Hour)

Central Connecticut State University

Recruitment #118207-0291TC-001

Local Office

New Britain, CT

Date

10/09/2018 12:00:00 AM

Salary

$31,120 - $48,000 (New State Employee)

Job Type

Open to the Public

Class

10040001 1:00:00 PM

INTRODUCTION

https://www.jobsinct.gov/CT/js/preview.aspx?r=118207&x=0291TC&R=001 12/10/2018

Job Opening: Planetarium Technician (37.5 Hour) - Department of Administrative Services Page 2 of 3

The State of Connecticut, Central Connecticut State University (CCSU) is accepting applications for the position of Planetarium Technician. This position is full-time, 37.5 hours per week – including evenings and weekends is accommodated program needs.

Should you have questions pertaining to this recruitment, please contact MSGL369@ccsu.edu.

PURPOSE OF JOB CLASS (NATURE OF WORK)

At Central Connecticut State University, this class is accountable for operating a planetarium or observatory, producing planetarium shows, and maintaining and repairing equipment.

EXCEPTIONS OF DUTIES

Plants, organizes, and produces planetarium shows for students and the public; repairs, maintains, and operates planetarium and observatory equipment (telescopes, projectors, etc.); designs and builds new planetarium and observatory equipment; schedules and coordinates program activities; supervises the operation of the planetarium and observatory; provides public information about the planetarium and observatory; schedules planetarium shows; maintains and repairs equipment; and performs other duties as assigned by the director.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Four (4) years of experience in a planetarium or observatory as a technician, observer, or associate involving the operation and maintenance of planetarium equipment and planetarium shows.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training in astronomy, the physical sciences, or a related field may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of four (4) years for a Bachelor’s degree.

PREFERRED QUALIFICATIONS

Preference will be given to those applicants who can effectively demonstrate the following in their submitted applications:

https://www.jobsinct.gov/CT/js/preview.aspx?r=118207&x=0291TC&R=001 12/10/2018

Job Opening: Planetarium Technician (37.5 Hour) - Department of Administrative Services Page 3 of 3

- BS in Earth Sciences, Astronomy or related discipline
- Experience in operation and maintenance of Spitz 512 optical-mechanical star projector and related equipment (including stereo-view)
- Knowledge of the operation and maintenance of both manually operated and computer-assisted astronomical telescopes

SPECIAL REQUIREMENTS

Candidates must pass a thorough background investigation as well as a physical examination.

WORKING CONDITIONS

Incumbents may be exposed to some risk of injury from equipment.

CONCLUSION

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the application of women, minorities, and persons with disabilities.

Click on a link below to apply for this position:

https://www.jobsinct.gov/CT/js/preview.aspx?r=118207&x=0291TC&R=001 12/10/2018
INTRODUCTION

The State of Connecticut, Central Connecticut State University (CCSU), is accepting applications for the position of Office Assistant in the Police Department. This position is full-time (40 hours per week) Monday – Friday 8:00 a.m. – 5:00 p.m.

Due to the volume of applications anticipated, we are unable to provide confirmation of receipt or status during the recruitment process. Updates will be provided through your online portal account.

Should you have questions pertaining to this recruitment, please contact CCSUJobAd@concordia.edu.

SELECTION PLAN

Please ensure that your application is complete. You will be unable to make corrections once you officially submit your application to the State of Connecticut. Candidates who submit an incomplete, incorrect or inaccurate application will not be considered for this employment opportunity.

PURPOSE OF JOB CLASS (NATURE OF WORK)

In a state agency this class is accountable for performing a full range of general clerical functions or for carrying out responsibility for the flow and completion of clerical work in an assigned area.

EXAMPLES OF DUTIES

1. TYPE: Types a variety of materials in relation to other duties or as assigned. Enters and verifies data on personal computers and computer terminals.

2. FILE: Sorts and maintains office procedures, files and indexing systems and forms for own use.

3. CORRESPONDENCE: Composes routine correspondence.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Two (2) years of general clerical work experience.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training may be substituted for the General Experience on a year-to-year basis equaling six (6) months of experience.

PREFERRED QUALIFICATIONS

Preference will be given to those applicants who can effectively demonstrate the following in their submitted applications:

- Experience working in a Police Department
- Experience in COLLECT and/or NGC
- Experience utilizing Law Enforcement Administration System (LEAS)

SPECIAL REQUIREMENTS

Knowledge of office systems and procedures including proper telephone usage and filing; oral and written communication skills; will be in performing arithmetic computations; basic interpersonal skills; ability to perform a full range of clerical tasks; ability to operate office equipment which includes personal computers, computer terminal, and other electronic automated equipment; ability to operate office suite software; ability to schedule and prioritize workload; ability to read and interpret complex instructions.

KNOWLEDGE, SKILL AND ABILITY

- Written English
- Oral English
- Arithmetic
- Word Processing
- Office Procedures
- General Clerical
- Customer Service
- Telephone Skills
- File Management
- Filing
- Typing
- Keyboarding
- Customer Contact
INTRODUCTION

The State of Connecticut, Central Connecticut State University (CCSU) is accepting applications from state employees who meet the qualifications for lateral transfer or promotion to a Secretary 2 position. This position is located in the Chemistry and Biochemistry Department, and is a full-time (40 hours per week) position.

PURPOSE OF JOB CLASS (NATURE OF WORK)

In a state agency, this class is accountable for independently performing a full range of secretarial support functions requiring an understanding of organizational policies and procedures.

EXAMPLES OF DUTIES

In addition to the duties listed above, job duties of an employee in this class may include:

1. Typing: Using a personal computer or other electronic equipment, formats and types full range of correspondence, reports, jobs, drafts, etc. from rough draft, transcriptions, dictated notes, etc. Proficiency in word processing equipment is essential. Accuracy and speed in typing, knowledge of grammar, punctuation and spelling.

2. FILING: Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates and retrieves reference materials and manuals.

3. CORRESPONDENCE: Composes letters and memos, prepares and distributes correspondence; may require general knowledge of legal and business matters and policies and procedures.

4. INDIVIDUAL WRITING: Compiles information from a variety of sources and prepares narrative or statistical reports, exercising judgment in the selection of items to be included.

5. INTERPERSONAL: Greets and directs visitors; answers phones and screens incoming calls; provides advice to callers regarding policy and procedures; may require general knowledge of legal and business matters and policies and procedures.

6. PROCEDURES: Serves letters, memos, reports and other materials to determine action required; may make recommendations to the supervisor.

7. PERSONAL SECRETARY: Attends and coordinates meetings (including phone and in-person); researches, assembles and coordinates meeting materials (e.g., charts, graphs, reports); attends meetings; tracks progress, schedules events, etc. from rough draft; takes notes using shorthand, voice dictates or machine transcription; prepares expenses, travel arrangements, etc.

8. OFFICE MANAGEMENT: Maintains an inventory of supplies and equipment; orders supplies when necessary; completes purchase and maintenance paperwork for purchasing (e.g., orders, requisitions, invoices, etc.); maintains time and attendance records in preparing and maintaining the

SELECTION PLAN

In order to be considered for this job opening, you must be a current State of CT employee, who has permanent state status and meet the Minimum Qualifications as listed on the job opening. You must specify your qualifications in your application.

For employees in the classified service, permanent status is obtained after successful completion of a waiting period. For employees in the unclassified service, permanent status is obtained after serving in a position for at least six months (full-time or full-time equivalent).

If you have questions pertaining to this recruitment, please contact Kathy Callahan at 860-832-7599.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Three (3) years' experience in the same or similar work.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE

One (1) year of the General Experience must have been in a Secretary 1 or its equivalent.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training in the secretarial sciences may be substituted for the General Experience on a course-by-course basis.
INTRODUCTION

PURPOSE OF JOB CLASS (NATURE OF WORK)

In a state agency, this class is accountable for performing a full range of secretarial support functions.

EXAMPLES OF DUTIES

Incumbents perform a variety of secretarial duties as illustrated in the following areas:

1. Typing: Using a personal computer or other electronic equipment, types a full range of correspondence, reports, letters, drafts, etc., from rough draft, transcripts, dictation notes, etc.; proofs for content; edits using knowledge of grammar, punctuation and spelling.

2. Filing: Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates and reviews reference materials and manuals.

3. Correspondence: Completes routine return/receipt cards, etc. (e.g. standard replies and acknowledgment letters) for supervisor’s signature.

4. Report Writing: Generates information from standard sources and prepares data reports (e.g., number of forms processed during the month).

5. Interpersonal: Creates and directs visits; answers phones and takes messages; answers questions requiring knowledge of terminology, organization, supervisory responsibilities, etc. (e.g. appropriate referrals, general purpose of the unit).

6. Processing: Sorts correspondence; pulls and delivers related materials; reviews, routes and prioritizes mail.

SELECTED PLAN

In order to be considered for this job opening, you must be a current State of CT employee of the Board of Regents, who has permanent state status, and meet the minimum qualifications as listed on the job opening. You must specify your qualifications on your application.

For employees in the classified service, permanent status is acquired upon successful completion of a working test period.

For employees in the unclassified service, permanent status is obtained after serving in a position for at least six months (full-time or full-time equivalent).

Applicants invited to interview may be required to submit additional documentation, which supports their qualification(s) for this position. These documents may include: performance evaluations, supervisory references, college transcripts, licenses, etc., at the discretion of the hiring agency.

Should you have questions pertaining to any phase of this procedure, please contact the listing agency’s human resources office: [Include contact information].

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Two (2) years’ experience above the routine clerical level in office support or secretarial work is required.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training in the secretarial/office field may be substituted for the General Experience on the basis of one (1) semester hour equals one-half (1/2) year of experience.
[C19-063] Accounting Department: Assistant/Associate Professor
Central Connecticut State University in Connecticut

- Two years full time (or equivalent) experience of college teaching and an interest in teaching accounting
- Professional accounting certification (CPA preferred)
- Capable of meeting AACSB’s classification as Scholarly Academic or Scholarly Practitioner

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan, it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,000 students - 9,500 undergraduates, and 2,500 graduate. CCSU is richly diverse. More than 34 percent of students are of traditional minority heritages. Visit our web site at http://www.cosu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 30-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed to more effectively embrace our communities as the "steward of central Connecticut." Pursuing a range of partnerships with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations with the New Britain Symphony Orchestra, city theatres, the world-renowned New Britains Museum of American Art, and other area attractions.

Application and Appointment: For full consideration, applications must be received by March 5, 2019. Salary and rank are commensurate with education and experience. Minimum salaries are $82,031 for Assistant Professor and $104,177 for Associate Professor for the 2019-2020 academic year. Incomplete files will not be considered.

Please electronically submit the following in a single file and in the order given:

- Letter of interest addressing the qualifications for the position
- Current curriculum vitae
- Names of three current professional references with addresses, email addresses and telephone numbers
- Unofficial transcripts
- Candidates currently in terminal degree programs must submit a letter from their thesis advisor stating anticipated date of completion.

Finalists will be asked to submit three letters of recommendation.

Please reflect any personally identifiable information (i.e., SSN, DOB, marital status, country of origin) from any documents submitted. Incomplete applications will not be considered. Mailed copies will not be accepted.

For information, contact Dr. Monique Durant at 860-599-5092 or durantmon@ccsu.edu.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Management Information Systems (C19-011)
Assistant/Associate

The Management Information Systems (MIS) Department seeks a dynamic, student-oriented individual for a full-time, tenure-track appointment to teach undergraduate and graduate courses in Management Information Systems. The successful candidate will demonstrate a strong commitment to teaching excellence, a record of (or potential for) high-quality scholarship, and a commitment to academic service. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Management Information Systems or related field (degree in discipline of MIS preferred); A.B.D. will be considered if Ph.D. is obtained within one year appointment
- Evidence of and/or commitment to teaching excellence;
- Evidence of and/or commitment to high-quality scholarship
- Evidence of and/or commitment to academic service
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Ph.D. from an AACSB accredited school
- Record of successful university teaching
- Discipline-related professional experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our website at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed effectively embrace our communities as the “steward of central Connecticut.” Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations with the New Britain Symphony Orchestra, city theatres, the world-renowned New Britain Museum of American Art, and other area attractions.

Application and Appointment: For full consideration, applications must be received by December 1, 2018. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now and electronically submit the following:

- Letter of application;
- Curriculum vita indicating name of major for all degrees;
Central Connecticut State University invites applications for full-time, tenure-track faculty positions in the Accounting Department. Successful candidates will teach undergraduate and/or graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship and to be committed to multiculturalism and working with a diverse student body. Faculty also participate in assessment, curriculum development, faculty governance, and other faculty activities.

**Required Qualifications:**

- Doctorate in Accounting or a related field from a regionally accredited university, or a Master’s degree in a related field plus enrollment in a terminal degree program in accounting or a closely related field with a planned completion date no later than December 2022.
- Commitment to serving a culturally, ethnically and linguistically diverse student body and community.

**Preferred Qualifications:**

- Professional experience in accounting (Manager level experience strongly preferred)
- Two years full time (or equivalent) experience of college teaching and an interest in teaching accounting
- Professional accounting certification (CPA preferred)
- Capable of meeting AACSB’s classification as Scholarly Academic or Scholarly Practitioner

**The University:** CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU’s motto is more than a slogan, it articulates the University’s commitment to students: “Start with a dream. Finish with a future.” The Princeton Review selected CCSU as one of “The Best Northeastern Colleges.” CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse. More than 20 percent of students are of traditional minority heritage. Visit our web site at [http://www.ccsu.edu/](http://www.ccsu.edu/).

**The Community:** CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

**Application and Appointment:** For full consideration, applications must be received by December 1, 2018. Salary and rank are commensurate with education and experience. Incomplete files will not be considered. To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs) or click on [Apply Now](http://www.ccsu.edu/jobs) and electronically submit the following in a single file and in the order given below:

- Letter of interest addressing the qualifications for the position
- Current curriculum vitae
- Names of three current professional references with addresses, email addresses and telephone numbers
- Unofficial transcripts
- Candidates currently in terminal degree programs must submit a letter from their thesis advisor stating anticipated date of completion.

Incomplete files are not considered. Finalists will be asked to submit three letters of recommendation. For information, contact Dr. Monique Durant at 860-832-3252 or durantmonn@ccsu.edu. Please make sure your Social Security Number is not listed on any documents submitted. Redact any personally identifiable information.

CCSU is an affirmative action and equal opportunity employer.
Assistant/Associate Counselor (C19-014)
Student Wellness Services: Counseling

Central Connecticut State University invites applications for a full-time, Assistant/Associate Counselor (AAUP Faculty). The successful candidate will provide students with mental/behavioral health services as part of the integrated Department of Student Wellness Services. The counselor will provide short-term counseling, crisis intervention, and mental/behavioral health outreach services within the scope of his or her training and licensure. Candidates are expected to be committed to multiculturalism and working with a diverse student body. This is a 12-month position and may include evening and/or Saturday hours.

Required Qualifications

- Master’s degree in psychology, counseling, social work or marriage and family therapy or a related field
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students
- Currently licensed as a mental health provider
- Clinical experience including work with high-risk clients as well as with complex and/or longstanding clinical problems

Preferred Qualifications

- Three years post master’s counseling experience at a college/university counseling center and/or agency/private practice serving young adults
- Doctorate in psychology, counseling, social work or marriage & family therapy or a related field, plus three years of counseling experience at a college/university counseling center and/or agency/private practice serving young adults
- Experience working with graduate student interns and assistants
- Currently licensed in the State of Connecticut as a mental health provider
- Electronic health record experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed to more effectively embrace our communities as the "steward of central Connecticut." Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations.
Assistant Director of Marketing and Communications (C19-017)
Marketing and Communications Department

Central Connecticut State University invites applications for a full-time, Assistant Director of Marketing and Communications in the Marketing and Communications Department. The successful candidate will provide assistance in carrying out the functions of marketing and communications for the Office of the President/University. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Responsibilities include:

- Assists the Director of Public Relations and Director of Marketing with developing, coordinating and disseminating timely internal and external communications for the Office of the President/University.
- Writes and edits news stories and coordinates the editing and production of the campus newsletter, the Courier.
- Collaborates with the Director of Public Relations and Director of Marketing to produce copy for and assist in the editing of Central Focus Alumni Magazine. Writes informational, development, and feature content for traditional and digital media outlets including electronic and print materials such as Alumni News, recruitment view books, brochures, etc.
- Supports marketing and communications efforts in promoting a positive image of the University with emphasis on enrollment and fundraising. Assists with researching, writing, editing and generating ideas for news and feature articles that showcase the University.
- Works with the Coordinator of Designs and Publications in preparation of content for University publications and creating new, innovative marketing materials.
- Supports the posting of images/photographs/stories from various events to the University website and social media outlets.
- Supports Institutional Advancement initiatives such as assisting with the preparation of Continuing Education course booklets, producing fundraising event programs, etc.
- Assists with other public relations/marketing and communications activities and special projects, as assigned.
- Performs other duties and responsibilities related to those above, which do not alter the basic level of responsibility of the position.

Required Qualifications

- Bachelor's degree
- Three years of experience in writing, editing, and developing communications for print and electronic publications
- Must possess a strong commitment to customer service and teamwork
- Excellent communication and organizational skills
- Demonstrated ability to utilize a variety of communication vehicles such as print, electronic, social media, etc.
- Must be detail oriented, able to function efficiently and independently in a fast-paced environment, and manage multiple priorities
- Commitment to serving a diverse student body

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications:

- Evidence of meeting deadlines
Director of Marketing (C19-033)
Marketing and Communications Department

Central Connecticut State University invites applications for a full-time Director of Marketing in the department of Marketing and Communications. The position reports to the Vice President for Institutional Advancement and has the primary responsibility for the planning and implementation of the University’s marketing program, with emphasis on admissions and fundraising. The candidate should be experienced in using data to plan, implement plans, and to assess the effectiveness of strategies. The Director will engage other university stakeholders in the development of a comprehensive marketing plan. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Bachelor’s degree
- Minimum of ten years of experience in marketing and/or communications
- Proven experience in the formulation and implementation of marketing and/or communications strategies
- Excellent writing and communication skills
- Commitment to serving a diverse student body

Credentials and/or experience substantially comparable to the above may also be considered.

**Preferred Qualifications:**

- Master’s degree
- Five years of leaderships experience in marketing or communications at an Institution of comparable size and complexity
- Demonstrated successful experience in working collaboratively with relevant offices, working with multiple demands, short timelines, and prioritizing tasks
- Three years of supervisor/manager experience at an institution of comparable size and complexity
- Knowledge and experience developing and managing the execution of integrated marketing communications campaigns (e.g., advertising, media planning, direct marketing, e-marketing, all aspects of social media, branding, analytics and market research) to achieve institutional goals
- Experience with planning, budgeting, and financial management in a complex organization
- Demonstrated experience in shared governance and unionized environment

For full consideration, applications must be received by **January 11, 2018**. Salary is commensurate with education and experience; salary range is $89,003 to $133,399. To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs).

Central Connecticut State University is an affirmative action and equal opportunity employer.
Data Network Specialist Admin 4 (C19-038)
Information Technology Division: Technical Services

Central Connecticut State University invites applications for a full-time, Data Network Specialist in the Information Technology Division—Technical Services. The successful candidate will have primary responsibility for data network infrastructure (DNI) hardware and software. Other responsibilities include data network planning and troubleshooting, development of network security policies, procedures and implementation. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Bachelor's Degree in computer science or a related field
- At least five years' experience supporting network hardware and software
- Knowledge of LAN wiring standards, TCP/IP, LAT and other network protocols, traffic analysis and troubleshooting, network technologies and standards, client/server concepts, remote access technologies, security, Internet tools, Windows and successor packages and applications.
- Commitment serving a diverse student body

An equivalent combination of credentials and/or experience may also be considered

Preferred Qualifications

- Certified Network Engineer (CCNA or CCNP) or equivalent
- Experience with Cisco NAC/ISE, VoIP, 802.1x, Firewall, VPN technologies, and networking management software, i.e., Prime
- Knowledge of scripting languages such as Python, Perl, or other languages
- VMware, load balancing technologies and Azure/AWS networking experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system.

For full consideration, applications must be received by January 8, 2019. Salary is commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Here.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Assistant Professor in Mathematics (C19-040)
Mathematical Sciences Department

The Department of Mathematical Sciences at Central Connecticut State University invites applications for two full-time, tenure-track positions at the rank of Assistant Professor, starting in the fall 2019 semester. The department consists of 30 full-time faculty members in three areas: mathematics, statistics, and mathematics education. These positions are specifically in the mathematics area. The Department offers undergraduate and master's programs in mathematics, statistics, and mathematics education. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Earned Ph.D. in mathematics (from a regionally accredited institution or international equivalent) by the time of appointment
- Demonstration of a strong commitment to teaching, with at least five sections of classes taught as instructor of record at the college level (by the time of appointment)
- Evidence of a viable research program in pure or applied mathematics
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- Demonstrated excellence in teaching at the college level
- Evidence of a strong, active research program
- Ability to collaborate on research projects

For full consideration, applications must be received by January 31, 2019. Salary is commensurate with education and experience. Only applications submitted to University's applicant system will be considered. To begin the application process, go to www.ccsu.edu/jobs or click on the Apply Now

Central Connecticut State University is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time, tenure-track position in the Geography Department beginning August 2019. The successful candidate will have expertise in Tourism and Hospitality studies. The candidate will teach introductory and advanced level courses in geography, tourism and/or hospitality, recruit and mentor students, supervise graduate theses and interns, and contribute to the department’s outreach activities to local business community. A strong commitment to teaching and an active program of research and publication are expected. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Ph.D. in geography, tourism or hospitality studies, or tourism planning (For ABD’s, Ph.D. must be completed within one year of hire.)
- Collegiate teaching experience in one or more of the following: geography/tourism/hospitality
- Ability to teach introductory and advanced level courses in geography/tourism/hospitality, such as Geography of Tourism, Tourism Planning, and other courses that complement the department’s offerings
- Practical/outreach experience in tourism/hospitality
- Commitment to serving culturally, ethnically and linguistically diverse communities

**Preferred Qualification**

- Scholarly activity in the field

For full consideration, applications must be received by **February 15**. Salary and rank are commensurate with education and experience. **Incomplete applications will not be considered.** To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs) or click on **Apply Now**.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time, tenure-track position in the Physics & Engineering Physics department. The successful candidate will teach undergraduate and graduate courses in physics and contribute actively and effectively to student growth, service, and scholarship. The department offers comprehensive programs in physics leading to a B.S in Physics, with various concentrations. Departmental research areas in physics include laser radar/atmospheric physics and materials properties. We seek an experimental physicist with a strong commitment to undergraduate teaching of both physics majors and non-majors, and to mentoring majors. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Ph.D. in Experimental Physics
- Undergraduate teaching experience
- Research interests appropriate for undergraduate student participation
- Commitment to serving culturally, ethnically and linguistically diverse communities

**Preferred Qualifications**

- Evidence of scholarly activity including research experience in optics, optical instrument design
- Ability to teach undergraduate upper level labs, Modern Physics, Quantum Mechanics
- Ability to manage the department’s 400-kV Van de Graaff linear accelerator

For full consideration, applications must be received by **February 18, 2019**. Salary and rank are commensurate with education and experience. To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs) or click on **Apply Now**.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University’s Engineering Department invites applications for a tenure-track Assistant Professor. The new faculty will join a rapidly growing and vibrant engineering department. Applicants with significant academic experience and accomplishments could be considered for the rank of Associate Professor. Successful candidates will be expected to be collaborative, committed to excellence in teaching, able to teach and develop a variety of mechanical engineering and engineering technology courses, contribute significantly to undergraduate and graduate research, actively engage in scholarly activity with a continuous research agenda. Department faculty are also expected to participate in program assessment, ABET accreditation activities, service to the department and University, and to be professionally active.

Required Qualifications:

- B.S. in mechanical, aerospace, electro-mechanical, or electrical engineering and Ph.D. in mechanical engineering or closely related field by the date of appointment, with at least one degree in mechanical engineering;
- Exceptional background in modeling and control of dynamic systems;
- At least two years of relevant full-time industrial experience in the related areas, or equivalent hands-on experience in industrial, and government research labs;
- Excellent communication and presentation skills.

Preferred Qualifications:

- Additional background in (1) the theory, methodology, and practice of measurements and (2) the design, development and analysis of instrumentation and measurement systems used in generating, acquiring, conditioning and processing signals;
- Teaching experience in ABET accredited mechanical and/or manufacturing undergraduate programs, as well as, at the graduate level;
- Ability to teach a wide range of mechanical engineering and engineering technology courses at both undergraduate and graduate levels;
- Demonstrated record of outstanding teaching, scholarly activities, advising, service, and experience in developing and/or maintaining instructional and research laboratories;
- Experience working with industry with a record of successful external funding for collaborative applied research involving undergraduate and graduate students; and,
- A professional engineering (P.E.) license.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education

For full consideration, applications must be received by May 31. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time, tenure-track position in American History, with a concentration in contemporary Latino/a/x History. The successful candidate will teach undergraduate and graduate courses in Puerto Rican and Latino History and contribute actively and effectively to student growth, service, and scholarship. This position will provide support for the Latino and Puerto Rican Studies Program. Candidates are expected to be committed to multiculturalism and to working with interdisciplinary ethnic studies programs and a diverse student body.

**Required Qualifications:**

- Ph.D. in History, American Studies, Latino/a/x Studies, Urban Studies, Ethnic Studies, Cultural Studies, or related discipline (completion of Ph.D. required by June 01, 2019)
- Evidence of effective teaching
- Evidence of scholarly activity and achievement
- Commitment to serving a culturally diverse student body

**Preferred Qualifications**

- Commitment to and/or experience in community engagement and/or Public History
- College-level teaching experience
- Proficiency in Spanish

For full consideration, applications must be received by **February 28, 2019**. Salary and rank are commensurate with education and experience. **Incomplete applications may not be considered.** To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs) or click on **Apply Now**.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time Assistant Professor in the Political Science Department. The successful candidate will teach undergraduate courses in Comparative Politics, with particular interest in European politics (including the requirement to teach courses on Europe, Eastern Europe, Russia, migration, and citizenship) in Political Science and contribute actively and effectively to scholarship, service, and student growth at CCSU. The ability to teach political theory and research methods is also desired. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Ph.D. in Political Science (The completion of the Ph.D. is required by July 15, 2019)
- Demonstrated teaching excellence in Political Science in comparative politics with an emphasis on European comparative politics
- Commitment to serving a diverse student body

**Preferred Qualifications:**

- Experience teaching undergraduate introductory comparative politics courses, as well as upper-level courses on European politics and courses in political theory
- Peer-reviewed publications in comparative politics and/or European politics
- Research interests appropriate to student participation and experience involving undergraduate research

For full consideration, applications must be received **February 19, 2019**. Salary is commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs) or click on **Apply Now**.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time tenure-track Assistant Professor position in Illustration within the Art Department beginning August 2019. The ideal candidate must have an MFA (terminal degree), two years of university/art school teaching, an impressive exhibition and publication record on a national, and/or international level, and extensive knowledge of the contemporary art world. Candidate’s portfolio should demonstrate evidence of strong drawing and digital media skills. The Tenure Track Assistant Professor/ Illustration will teach Art 224 Illustration I, and Art 324 Illustration II and Art 424, Illustration III, act as Art 499 Capstone Advisor for Senior BA Art students pursuing a Capstone project in Illustration and teach Foundation Level Drawing or Painting courses, required in the BS Art Education and BA Art major, Art Minor and for General Education/ Study Area I credit. Art 224 is a required course for all BA Graphic/Information Design Majors, as well as a popular studio course in the Art Minor of 18 credits.

The Art Department: The CCSU Art Department offers an undergraduate BA in Art, a BS in Art Education, a Post Baccalaureate Art Education Certification and an MFA in Art Education. Student advisement and mentoring are a part of the job, as well as creative activity, and service to the department and university. The candidate may also have the opportunity to curate exhibitions for the University Galleries. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The AAUP collective bargaining specifies a 12 credit teaching load per semester. For information about the Art Department go to [http://www.art.ccsu.edu/programs.htm](http://www.art.ccsu.edu/programs.htm).

Required Qualifications:
- M.F.A. in visual art
- Strong drawing and digital media skills
- Experience teaching illustration
- Equivalent of 2 years full time teaching in a university or college art school
- Record of regional, national exhibitions/publications
- Commitment to serving culturally diverse communities

Preferred Qualifications:
- Curatorial experience,
- Public art/Mural painting

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU’s motto is more than a slogan; it articulates the University’s commitment to students: “Start with a dream. Finish with a future.” The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at [http://www.ccsu.edu/](http://www.ccsu.edu/).
Director of Choral Activities/Choral Music Education (C19-058)
Department of Music

Central Connecticut State University invites applications for a full-time, tenure track position as an Assistant Professor in the Department of Music beginning academic year 2019-2020. The person in this position will coordinate all choral activities; direct both the small auditioned ensemble (University Singers) and the large choral ensemble (University Chorale); teach undergraduate and graduate courses in choral music education, conducting, and vocal methods; and assist with the supervision of student teachers. Additional duties as assigned by the chair may include coordinating the undergraduate or graduate music education program, depending on the candidate’s expertise.

Required Qualifications:

• Completed doctorate in Music by date of appointment
• Three years experience of proven success in public school teaching in music
• Commitment to serving a culturally diverse student body

Preferred Qualifications:

• Successful college teaching experience
• Experience with various facets of university choral programs, including the recruitment of music majors, minors, and non-majors, and establishing and maintaining positive relationships with public school band directors, and university/community constituents
• Demonstrated musical, financial, and administrative success with collegiate and/or high school choral ensembles
• Experience working with and observing student teachers
• Experience working with diverse populations

For full consideration, applications should be received by February 18, 2019; the department will continue to accept applications until the position is filled. Salary and rank are commensurate with education and experience. To apply, go to http://www.ccsu.edu/jobs and click on the Apply now.

CCSU is an affirmative action and equal opportunity employer.
Site Specialist (TRIO Grant) (Grant funded)  
Academic Affairs: TRIO

Central Connecticut State University invites applications for a full-time Site Specialist in the Academic Affairs, TRIO (Educational Talent Search and Upward Bound Math and Sciences). The successful candidate will work closely with the Project Coordinator in providing direct services and program activities in a five-year federally funded program that will provide overall TRIO educational, enrichment, and recreational programs for middle and high school students from the New Britain School District. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Minimum Qualifications**
- Bachelor's degree
- Three years of experience working with educational programs in a school, community organization or higher education environment with a wide variety of students from disadvantaged backgrounds
- Demonstrated effective oral and written communication skills
- Demonstrated ability and knowledge of the use of Microsoft Office Suite computer programs

**Preferred Qualifications**
- Graduate Degree in Education, Social Work, Counseling or related field
- Experience developing and facilitation presentations for high school students, college students, and the community at large.
- Advanced Spanish, Arabic or Polish language skills
- 4 or more years of experience in similar or related programming
- Direct experience with end of year reporting and/or budgets.

Credentials and/or experience substantially comparable to the above may also be considered.

**The University:** CCSU is one of four universities in the Connecticut State Colleges & Universities system.

**Application and Appointment:** For full consideration, applications must be received by April 5th, 2019. Salary and rank are commensurate with education and experience. **Incomplete applications will not be considered.** To begin the application process, go to [www.ccsu.edu/jobs](http://www.ccsu.edu/jobs).
Vice President of Student Affairs [C19-001]

Central CT State University in Connecticut

- Save
- Email

Date Posted August 2, 2018
Type Executive
Salary Not specified

Employment Type Full-time

Vice President of Student Affairs [C19-001]

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.

Central Connecticut State University (CCSU) announces the search for its next Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU’s new president, Dr. Zulima R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro’s leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut public higher education, an inflected determination to take on new challenges and solve old problems, and a commitment to serve its community in new and more effective ways. The world of Connecticut’s public universities and the legacy of its regional comprehensives, Central is in a very strong financial position and has enjoyed stable enrollments. With Dr. Toro’s leadership, it is poised to grow both in size and in the affections of those it serves and the larger community.

The University is an equal opportunity employer and values diversity and inclusion. The University is committed to hiring individuals who will contribute to the continued success and the diverse and inclusive community of Central Connecticut State University.
INTERCOLLEGIATE ATHLETICS: HEAD WOMEN'S LACROSSE COACH

Central Connecticut State University

Central Connecticut State University invites applications for a full-time, head Women's Lacrosse Coach. The successful candidate will be responsible to the Athletic Director and the women's lacrosse program. Responsibilities include, but are not limited to, the recruitment and development of student-athletes, ensuring academic success, compliance with NCAA rules and regulations, and the development and implementation of a comprehensive and competitive recruiting strategy. The head coach will be expected to work collaboratively and effectively with the academic and athletic departments to ensure the academic success of the student-athletes.

Required Qualifications:
- Bachelor's degree
- Minimum of three years of coaching experience
- Strong knowledge of NCAA rules and regulations
- Ability to lead and manage a successful women's lacrosse program

Preferred Qualifications:
- Bachelor's degree in related field
- Experience in college coaching
- Demonstrated commitment to academic success

If you are interested in this position, please apply at the following link:

[Application Link]
Head Women's Lacrosse Coach

Posting Date
8/15/2018

Institution/Company
Central Connecticut State University

Location
New Britain, CT

Job Type
Full Time - Experienced

Salary Range
Commensurate with experience

Preferred Education
Bachelor's degree

Job Description
Central Connecticut State University invites applications for a full-time, Head Women’s Lacrosse Coach, Coach A, in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the Women’s Lacrosse program. Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in community service and fund raising events. The Head Coach will be expected to work cooperatively and effectively with the staff and personnel of the Department and University. This position requires an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Employer Information
The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 30 percent of students are from communities of color. Visit our web site at
Assistant Women's Basketball Coach

Posting Date
8/21/2018

Institution/Company
Central Connecticut State University

Location
New Britain, CT

Job Type
Full Time - Experienced

Job Description
Central Connecticut State University invites applications for a full-time, Assistant Women’s Basketball Coach, Coach A, in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the women’s basketball program. Responsibilities include, but are not limited to, assisting the head coach in practices, recruitment and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations, and participation in fund raising and community service events. The assistant coaches will be expected to work cooperatively and effectively with the staff and personnel of the Department and University.

The position requires an excellent work ethic along with exceptional motivational and communication skills. The candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor’s degree
- One year of NCAA coaching experience in the sport of women's basketball
- Knowledge of NCAA rules and regulations
- Commitment to serving a culturally diverse student body

Preferred Qualifications:
Assistant Women's Basketball Coach
Central Connecticut State University

Central Connecticut State University invites applications for a full-time, Assistant Women's Basketball Coach, Coach A, in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the women’s basketball program. Responsibilities include, but are not limited to, assisting the head coach in practices, recruitment and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations, and participation in fund raising and community service events. The assistant coaches will be expected to work cooperatively and effectively with the staff and personnel of the Department and University. The position requires an excellent work ethic along with exceptional motivational and communication skills. The candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:
- Bachelor’s degree
- One year of NCAA coaching experience in the sport of women’s basketball
- Knowledge of NCAA rules and regulations
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

Application
First Name
Last Name
Email
CONTINUE TO APPLICATION

By using this feature you agree to our Terms and Conditions and Privacy Policy.

Details
Posted: August 21, 2018
Location: New Britain, Connecticut
Salary:

https://ncaamarket.ncaa.org/jobs/11393063/assistant-women-s-basketball-coach 8/29/2018
Associate Vice President of Enrollment Management

Job Responsibilities:

- Develop and implement strategies to enhance enrollment management effectiveness and institutional reputation.
- Collaborate with academic and student life departments to improve student success.
- Establish and maintain relationships with external organizations and institutions.
- Oversee the implementation of enrollment management systems and tools.
- Manage the recruitment and retention of students.
- Provide leadership in areas such as student services, academic affairs, and institutional research.

Required Qualifications:

- Bachelor's degree from a regionally accredited institution.
- 10 years of experience in higher education, with a minimum of 5 years in a leadership role.
- Strong understanding of student success initiatives, enrollment strategies, and institutional partnerships.
- Experience in managing and developing strategic plans.
- Demonstrated ability to lead and manage complex projects.
- Excellent interpersonal and communication skills.
- Strong analytical and problem-solving skills.

Preferred Qualifications:

- Master's degree from a regionally accredited institution.
- Experience in fundraising or donor relations.
- Knowledge of the latest technological tools and trends in enrollment management.

Application Instructions:

Interested individuals should submit a letter of application and résumé to the person listed below. Applications will be accepted until the position is filled. Further information about the position can be found on the university's website.
Job Description:
Central Connecticut State University (CCSU) invites expressions of interest from qualified candidates for its Associate Vice President (AVP) of Enrollment Management. CCSU is an equal-opportunity/affirmative action institution. The AVP of Enrollment Management will report directly to the Executive Director of Enrollment Management. The AVP will provide leadership and oversight for all aspects of student enrollment management, including admissions, registration, and auxiliary services.

Requirements:
- A master's degree in higher education, student affairs, or a related field.
- Minimum of five years' experience in student affairs, enrollment management, or related fields, with at least three years in a leadership role.
- Experience in developing and implementing successful enrollment strategies.
- Excellent interpersonal and communication skills.
- Ability to work effectively with a diverse group of stakeholders.

Duties and Responsibilities:
- Develop and implement enrollment management strategies and initiatives.
- Oversee the admissions process, including the development of recruitment plans.
- Manage the registration process and coordinate with auxiliary services.
- Collaborate with academic departments to align enrollment goals with academic program needs.
- Lead the development of policies and procedures for enrollment management.
- Provide leadership and support to the enrollment management team.

Central Connecticut State University (CCSU) is committed to maintaining a diverse workforce. CCSU is an equal opportunity/affirmative action employer and does not discriminate based on race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability, or veteran status. CCSU is a member of the Hartford Higher Education Collaborative and is located in the greater Hartford area, which offers a high-quality of life with access to cultural activities, outdoor recreation, and educational opportunities.

Interested candidates should submit a letter of application, resume, and names of three references to:

Dr. Christopher Gilligan, Search Committee Chair
Central Connecticut State University
Enrollment Management
1741 Gifford St, New Britain, CT 06051

https://www.higheredjobs.com/search/details.cfm?JobID=1769179908&Filer=Associate..
Associate Director Of Financial Aid

Central Connecticut State University - New Britain, CT

Job Description:

Salary: $51,617 a year

Central Connecticut State University invites applications for a full-time Associate Director in its Office of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:

- Bachelor’s degree
- Four years of experience in student services, including two years of financial aid experience demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated knowledge of ERPS and Financial Aid Systems, and working knowledge of Microsoft Suite
- Experience with ELM, NSLDS, and US Department of Education programs and processes
- Demonstrated strong interpersonal and presentation skills, ability to maintain effective working relationships with co-workers and the public
- Commitment to serving a diverse student body

Deadline: November 20, 2018

Employment Type: Full-time

Job Description:

Central Connecticut State University invites applications for a full-time Associate Director in the Office of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination, and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:

- Master’s degree
- Four years of experience in student services, including two years of financial aid experience demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERPS and Financial Aid Systems, and working knowledge of Microsoft Suite
- Familiarity with NCMEC and other state and federal student information systems

https://www.higheredjobs.net/searchviewdetails.cfm?JobCode=17686532&Title=Office%20of%20Financial%20Aid&Code=AC4554...

11/03/2018
Associate Director Of Financial Aid
Central Connecticut State University in Connecticut

Deadline: Open until filled
Date Posted: November 20, 2018

Job Description

Central Connecticut State University invites applications for a full-time Associate Director in the Office of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:

- Master’s degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite
- Experience with ELM, NSLIS and US Department of Education programs and processes
- Demonstrated strong interpersonal and presentation skills and ability to maintain effective working relationships with co-workers and the public
- Commitment to serving a diverse student body

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications:

- Five years' experience in financial aid administration
- Work experience with SQL, query, design and development
- Work experience developing test plans, e.g., testing student information system implementation functions
- Proficient understanding of development and implementation processes
- Experience with Ellucian's Banner

The University: CCSU is one of four universities in the Connecticut State Colleges & Universitites system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,000 students—9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 30 percent of students are from a traditional minority heritage. Visit our web site at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large scale community engagement initiative, designed to more effectively embrace our communities as the "steward of central Connecticut." Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of "cultural collaboratives" with the New Britain Symphony.
Assistant/Associate Professor of Finance
Central Connecticut State University in Connecticut

Deadline: Open until filled
Date Posted: October 4, 2018

Job Description:
Central Connecticut State University invites applications for full-time, tenure-track positions in Finance at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate finance courses, contribute actively and effectively to student growth, service and scholarship, community networking, and serve on university committees. We also seek a colleague who is committed to multiculturalism, collaboration, diversity, inclusiveness, student success, community engagement, and working with colleagues within the department and across the university. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research. Faculty also participates in assessment, curriculum development, faculty governance and other faculty activities.

Required Qualifications:
- Doctorate in finance, financial economics or related field from an AACSB accredited institution. ABDs from an accredited institution will be considered; or completion of the Ph.D. by August 30, 2019.

https://chroniclevitae.com/job/228771-085
The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed to effectively embrace our communities as the "steward of central Connecticut." Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations with the New Britain Symphony Orchestra, city theatres, the world-renowned New Britain Museum of American Art, and other area attractions. The University is approximately two hours (by car) from both Boston and New York City.

Application and Appointment: For full consideration, applications must be received by November 15, 2018. Salary and rank are commensurate with education and experience. To begin the application process, go to:
https://hrat.ccsu.edu/default.php, click on the Apply Now button and electronically submit the following:

- Letter of interest addressing your qualifications for the position
- Current curriculum vitae
- Names of three current references with addresses, email addresses and telephone numbers
- Transcripts (Unofficial copies are acceptable; if selected, official copies will be required.)
- Teaching evaluations (within the last three years)

Finalists will be asked to submit three letters of recommendations mailed directly by the recommender to Dr. Joseph Farhat, Finance Search Committee Chair, CCSU, 1615 Stanley St., New Britain, CT 06053, or emailed to JosephFarhat@ccsu.edu.

Please redact any personally identifiable information (i.e., SSN, DOB, marital status, country of origin) from any documents submitted. Incomplete applications will not be considered. Emailed or mailed copies will not be accepted.

For information, contact Dr. Joseph Farhat at JosephFarhat@ccsu.edu.

APPLICATION INFORMATION

<table>
<thead>
<tr>
<th>Contact:</th>
<th>Dr. Joseph Farhat</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Finance</td>
</tr>
<tr>
<td></td>
<td>Central Connecticut State University</td>
</tr>
</tbody>
</table>

| Online App. Form: | https://hrat.ccsu.edu/default.php |

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution’s Website

© Copyright 2018 Internet Employment Linkage, Inc.
Central Connecticut State University

Report Pursuant to Connecticut General Statutes
Section 10a – 55m
January 1, 2018 – December 31, 2018

Prepared by the CCSU Office of Equity and Inclusion

CCSU is an equal opportunity employer and educator.
Narrative
Introduction

Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city’s educational and cultural life since CCSU’s founding. It is comprised of the following schools – Business, Education & Professional Studies, Graduate Studies, Science, Engineering & Technology, and the Carol Ammon College of Liberal Arts & Social Sciences.

CCSU is the largest of four comprehensive universities within the Connecticut State University System (CSUS). It serves 11,822 students (9,546 undergraduates and 2,276 graduate students). Female students account for 50 percent of the student population; males 50 percent. CCSU is richly diverse: more than 30 percent of students are students of color; African American students comprise 11 percent, Latinos 14 percent, and Asians approximately 4 percent of the student body.

Sexual Violence Prevention Efforts

CCSU utilizes a comprehensive, multi-level approach to the prevention of sexual violence. Programs and awareness initiatives are provided to students in a variety of settings and formats throughout the entirety of the calendar year. Prevention is an on-going aspect of the educational environment.

Students at CCSU engage in prevention strategies before they even begin classes. In the summer before their first year, students are required to complete an on-line training focused on sexual violence prevention. At student orientation, incoming students are presented information about Title IX and resources on campus related to sexual misconduct. Before the start of classes, new students participate in a program entitled “CCSU Thrives,” co-facilitated by staff from the Office of Victim Advocacy, Office of Student Conduct, and Student Wellness Services. The program addressed community expectations, sexual misconduct, consent, and campus resources.

As the fall semester begins, physical “red flags” are visible on Vance Lawn as part of the Red Flag Campaign, a project focused on intimate partner violence awareness and prevention. Students interact with the campaign through posters distributed throughout campus highlighting red flags of abuse. Posters related to the Red Flag Campaign also include information on how students can help a friend in an unhealthy relationship and access help for themselves.

As the fall semester moves forward, residential students have the opportunity to take part in programming, held in each hall, focused on sexual violence and facilitated by staff from the Office of Diversity and Equity (ODE), Office of Victim Advocacy (OVA) and the Ruth Boyea Women’s Center. This is also when NCAA athletic teams begin their mandatory training program with OVA.

The Stand UP CCSU campaign takes place throughout the spring semester. This campaign is developed by student community organizers and includes presentations, events, a poster campaign, and social media posts. Thousands of students interact with Stand UP CCSU in different capacities and the campaign hosts a large outdoor event focused on bystander intervention halfway through the semester. The spring semester also includes events such as Take Back the Night, organized by the Ruth Boyea Women’s Center. In addition, graduate students are required to complete an on-line Title IX training during the semester.
CCSU faculty and staff also engage in training programs throughout the year. All new employees are required to complete an initial Title IX training within their first year of employment and all employees are required to complete a Title IX Refresher training each subsequent year. This training informs employees of their responsibilities when receiving disclosures or reports of sexual misconduct, as well as their rights on campus. The training is offered in-person and on-line.
Policies
CCSU publishes policies online and in print materials that are available to students and employees (see supplemental materials for print documents). Policies and protocol related to sexual misconduct may be found on the CCSU Office of Diversity and Equity website at the following link: https://www.ccsu.edu/diversity/policies/index.html. The Student Code of Conduct is available through the Office of Student Conduct: https://web.ccsu.edu/studentconduct/?redirected. Links to specific policies are included below.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
https://docs.ccsu.edu/Sexual_Misconduct_Policy.pdf.

BOR/CSCU Policy on Consensual Relationships
Available through the CCSU Human Resources website: https://www.ccsu.edu/hr/policies.html

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child
https://www.ccsu.edu/diversity/policies/Policy%20Regarding%20Reporting%20Suspected%20Abuse%20or%20Neglect%20of%20a%20Child.pdf

BOR/CSCU Student Code of Conduct
https://web.ccsu.edu/studentconduct/codeofconduct.asp
Sexual assault in the third degree is a Class D felony, or if the victim of the offense is under sixteen years of age, a class G felony.

Sec. 35a-72a Sexual assault in the third degree: Class D felony

(1) Person is guilty of sexual assault in the third degree when such person:

(a) Commits a sexual act with another person to which such person objects by use of force, threat of force, or other compelling factor.

(b) Commissions an act of sexual penetration with another person, including an individual under the age of fifteen years, or an individual who is physically helpless or incapable of resistance by reason of infancy or mental or physical disability, when such person knows or reasonably should know that such person is not a sexual partner of the victim.

(2) Person is guilty of sexual assault in the third degree when such person:

(a) Commits a sexual act with another person to which such person objects by use of force, threat of force, or other compelling factor.

(b) Commissions an act of sexual penetration with another person, including an individual under the age of fifteen years, or an individual who is physically helpless or incapable of resistance by reason of infancy or mental or physical disability, when such person knows or reasonably should know that such person is not a sexual partner of the victim.

Sec. 35a-74 Sexual assault in the second degree: Class C felony

(a) Person is guilty of sexual assault in the second degree when such person:

(1) Commits a sexual act with another person to which such person objects by use of force, threat of force, or other compelling factor.

(2) Commissions an act of sexual penetration with another person, including an individual under the age of fifteen years, or an individual who is physically helpless or incapable of resistance by reason of infancy or mental or physical disability, when such person knows or reasonably should know that such person is not a sexual partner of the victim.

(b) Person is guilty of sexual assault in the second degree when such person:

(1) Commits a sexual act with another person to which such person objects by use of force, threat of force, or other compelling factor.

(2) Commissions an act of sexual penetration with another person, including an individual under the age of fifteen years, or an individual who is physically helpless or incapable of resistance by reason of infancy or mental or physical disability, when such person knows or reasonably should know that such person is not a sexual partner of the victim.
Sexual Assault: Third Degree

A person is guilty of sexual assault in the third degree when:

(a) Such person subjects another person to sexual contact who is a minor under the age of eighteen years but who is not a minor under the age of fifteen years; or

(b) Such person is a parent, guardian, or custodian of the minor and such minor is under the age of fifteen years.

Sexual Abuse of a Child

A person is guilty of sexual abuse of a child in the fourth degree when:

(a) Such person subjects another person to sexual contact who is under the age of fifteen years but who is not a minor under the age of thirteen years; or

(b) Such person engages in sexual contact with an animal.

Sexual Harassment

A person is guilty of sexual harassment when:

(a) Such person engages in sexual contact with a student who is under the age of eighteen years and a secondary school student who is under the age of nineteen years; or

(b) Such person engages in sexual contact with a student who is under the age of twenty-one years.

Sexual Harassment of a Child

A person is guilty of sexual harassment of a child in the fourth degree when:

(a) Such person subjects another person to sexual contact who is under the age of fifteen years but who is not a minor under the age of thirteen years; or

(b) Such person engages in sexual contact with an animal.

Sexual Assault of a Child

A person is guilty of sexual assault of a child in the fourth degree when:

(a) Such person subjects another person to sexual contact who is under the age of fifteen years but who is not a minor under the age of thirteen years; or

(b) Such person engages in sexual contact with an animal.
Sexual Violence Statistics and Data
Students – Incidences of Sexual Violence

A total of fifty-seven (57) disclosures and reports, involving students, were made to a non-confidential employee at CCSU throughout calendar year 2018.

Disclosures

Disclosures are when information about sexual violence is communicated but there is no request for an investigation or adjudication. Individuals who disclosed sexual violence were all offered advocacy services, appropriate accommodations when applicable and support in making connections with a variety of campus and community resources. A total of thirty-eight (38) disclosures of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU. Of these disclosures, twenty-two (22) were sexual assaults, eight (8) involved intimate partner violence and nine (8) involved stalking.

Reports

A report indicates that there was a disclosure of sexual violence accompanied by an immediate request for an investigation and adjudication or there was a disclosure which included enough information (i.e., name of the accused, location and description of incident) that internal investigators were obligated to move forward with an investigation. A total of nineteen (19) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Fifteen (15) of the reports resulted in investigation by the CCSU Office of Student Conduct (OSC). One (1) report resulted in investigation by an outside law firm. The following data was provided by the CCSU Office of Student Conduct (OSC) and the CCSU University Counsel.

Sexual Assault Reports - Students

A total of eight (8) sexual assaults involving CCSU students were reported to CCSU in 2018. Eight (8) of these reports resulted in an investigation from the Office of Student Conduct, with the following outcomes:
- Five (5) reports resulted in disciplinary action, which included one (1) expulsion and four (4) suspensions. Suspension lengths were one (1) semester, two (2) semesters, four (4) semesters, and six (6) semesters.
- Two (2) reports resulted in a finding of not responsible.
- In one (1) report, an investigation from the Office of Student Conduct determined that the reported behavior did not amount to a violation of prohibited conduct.

Sexual Assault Reports - Employees

A total of one (1) sexual assault involving CCSU employees was reported to CCSU in 2018. One (1) report resulted in an investigation from an outside law firm, who found the employee responsible for violating the sexual misconduct policy. The employee was notified that the University would proceed with termination and resigned from employment prior to the termination hearing.

Intimate Partner Violence Reports

A total of two (2) incidents of intimate partner violence were reported to CCSU. Of these reports, zero (0) resulted in an investigation by the Office of Student Conduct, for the following reasons:
One (1) report involved a respondent not affiliated with CCSU and therefore was outside of the authority of the Office of Student Conduct and the Office of Diversity and Equity. However, a report was made to a police department. One (1) report was made by a third party. When the alleged victim was approached about the report they denied any abuse had occurred.

Stalking Reports

A total of eight (8) reports of stalking were made to CCSU in 2018. Seven (7) of the reports resulted in an investigation by the Office of Student Conduct, with the following outcomes:

- In seven (7) reports, it was determined that the evaluated behavior did not amount to a violation of prohibited conduct.
- In one (1) report, the alleged victim initially stated an intention to report to the Office of Student Conduct but did not make an official report.

Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2018 there were zero (0) anonymous reports.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. That following data was provided by the CCSU Student Wellness Services as an estimate of confidential disclosures throughout 2018:

- Sexual assault: 26
- Intimate Partner Violence: 5
- Stalking: 0

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence. Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.
<table>
<thead>
<tr>
<th>Type of Incident</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stalking</td>
<td>7</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Disciplinary cases resulting from investigations of sexual assault, stalking, and intimate partner violence—where Respondent is CSU Student

<table>
<thead>
<tr>
<th>Year: 2018</th>
</tr>
</thead>
</table>
| Institutional Contact:
| Reporting Office/Department: Office of Diversity & Equity
| CSU Institution: Central Connecticut State University

SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

| CSU
| College & Universities
| Central Connecticut
| State

<table>
<thead>
<tr>
<th>Number of Incidents Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>of Sexual Assault, Stalking and IPV Reported to CSU in 2018</td>
</tr>
<tr>
<td>Confidential or Anonymous Reports</td>
</tr>
<tr>
<td>26</td>
</tr>
<tr>
<td>Incident Reported to CSU as Connected to CSU</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>Incident Reported to CSU as Connected to Institution</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>Incident Occurred in 2018</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>Incident Reported to Institution</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>Number of Incidents Reported</td>
</tr>
<tr>
<td>31</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responsible Identified</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
</tr>
<tr>
<td>Responsible Identified as Connected to CSU</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>Responsible Identified as Connected to Institution</td>
</tr>
<tr>
<td>10</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility &amp; Suspension</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
</tr>
<tr>
<td>Finding of Responsibility &amp; Expulsion</td>
</tr>
<tr>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility or Not</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
</tr>
<tr>
<td>Finding of Responsibility or Expulsion</td>
</tr>
<tr>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investigation of IPV</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
<tr>
<td>Investigation of Sexual Assault</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>Investigation of Stalking</td>
</tr>
<tr>
<td>7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility and Suspension</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
</tr>
<tr>
<td>Finding of Responsibility and Expulsion</td>
</tr>
<tr>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility or Not and Expulsion</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
</tr>
<tr>
<td>Finding of Responsibility or Expulsion and Suspension</td>
</tr>
<tr>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investigation of IPV and Sexual Assault</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
<tr>
<td>Investigation of Stalking and Sexual Assault</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>Investigation of Stalking and IPV</td>
</tr>
<tr>
<td>7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility and Suspension and Expulsion</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
</tr>
<tr>
<td>Finding of Responsibility and Expulsion and Suspension</td>
</tr>
<tr>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding of Responsibility or Not and Expulsion and Suspension</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
</tr>
<tr>
<td>Finding of Responsibility or Expulsion and Suspension and Suspension</td>
</tr>
<tr>
<td>4</td>
</tr>
</tbody>
</table>
SEC. 33-70. Sexual assault.

SEXUAL ASSAULT

Statutory References and Definitions

Link to the CSCU Student Code of Conduct: https://www.studentaffairs.uconn.edu/policies/1.1920SexualMisconduct%20Support%20Resources%20Policy.pdf

Narrative

Table:

<table>
<thead>
<tr>
<th>Type of Incident</th>
<th>Number of Investigations</th>
<th>Finding of No Responsibility</th>
<th>Finding of Responsibility</th>
<th>Responsible Employee(s)</th>
<th>Responsible Employee(s) Referred to Termination Before Employee Referred to Hearing</th>
<th>Appended Findings/Not Responsible</th>
<th>Appended Findings/Responsibility Disputed</th>
<th>Proportion/Writing Responsible</th>
<th>Undetermined/Resolution of Finding of Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Disciplinary Cases Result from Investigative Reports of Sexual Assault, Stalking and Intimate Partner Violence - Where Respondent is Employee

[Further text and table content continues]
STALKING

(a) Any person who violates any provision of this section shall be guilty of a class D felony.

(2) "Use of force" means:

(A) Use of a dangerous instrument or (B) use of actual physical force or violence or support of physical strength in order to produce pain or to cause such injury or disability as to prevent or retard the free movement of the victim.

(3) No person shall compel or cause another person to engage in sexual intercourse by the use of force against an individual in order to produce pain or to cause such injury or disability as to prevent or retard the free movement of the victim.
While VAWA's definition is criticized as implying that violence can prevent sexual violence by participation in risk reduction programs, it is still to empower safety and to help individuals and communities address conditions that facilitate violence.

Risk reduction means options designed to decrease perpetration and bystander reaction and to increase empowerment for victims in order (VAWA) provides the following definition: "Risk reduction is not accidently defined. However, the Federal regulations for the Violence Against Women Act amendments to the Civil Act..."
Training Provided
<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>DATE</th>
<th>NAME OF PROGRAM</th>
<th>LOCATION</th>
<th>PRESENTER</th>
<th>AUDIENCE</th>
<th>NUMBER IN AUDIENCE</th>
<th>TITLE IX RELATED</th>
<th>WHICH PROHIBITED BEHAVIOR WAS COVERED*</th>
<th>PRIMARY** OR ONGOING***</th>
<th>STUDENTS OR EMPLOYEES</th>
<th>LEARNING OBJECTIVES</th>
<th>DOCUMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Ongoing</td>
<td>Not Anymore</td>
<td>Online</td>
<td>N/A</td>
<td>Employees</td>
<td>279</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Ongoing</td>
<td>Employees</td>
<td>Policies and protocol related to sexual misconduct at CCSU.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Ongoing</td>
<td>Not Anymore</td>
<td>Online</td>
<td>N/A</td>
<td>Students</td>
<td>772</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Ongoing</td>
<td>Students</td>
<td>Policies and protocol related to sexual misconduct at CCSU.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>8 sessions</td>
<td>Title IX Training</td>
<td>Student Center</td>
<td>Office of Victim Advocacy</td>
<td>Employees</td>
<td>110</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Primary</td>
<td>Employees</td>
<td>Policies and protocol related to sexual misconduct at CCSU.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>8 sessions</td>
<td>Title IX Referrer Training</td>
<td>Student Center</td>
<td>Office of Victim Advocacy</td>
<td>Employees</td>
<td>50</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Ongoing</td>
<td>Employees</td>
<td>Policies and protocol related to sexual misconduct at CCSU.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>10 sessions</td>
<td>Orientation Title IX Presentation</td>
<td>Student Center</td>
<td>Office of Victim Advocacy</td>
<td>Students</td>
<td>2000 (approximate)</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Primary</td>
<td>Students</td>
<td>Policies and protocol related to sexual misconduct at CCSU.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>August 27, 2018</td>
<td>CCSU Thrives</td>
<td>Webe Auditorium</td>
<td>Office of Victim Advocacy, Student Conduct, Student Wellness Services</td>
<td>Students</td>
<td>500 (approximate)</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Primary</td>
<td>Students</td>
<td>Policies and protocol related to student code of conduct, including sexual misconduct. Resources for student success.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>12 sessions</td>
<td>Bringing in the Bystander</td>
<td>Student Center</td>
<td>Office of Victim Advocacy</td>
<td>Students</td>
<td>125</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Ongoing</td>
<td>Students</td>
<td>Understand definitions and research related to bystander intervention and learn techniques to intervene in harmful situations.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>January 26, 2018</td>
<td>Stand Up CCSU Community Organizer Training</td>
<td>Marcus White Living Room</td>
<td>Office of Victim Advocacy</td>
<td>Students</td>
<td>10 (approximate)</td>
<td>Y</td>
<td>SA</td>
<td>Ongoing</td>
<td>Students</td>
<td>Understand rape culture and violence prevention. Plan a violence prevention campaign for the CCSU campus.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>April 17, 2018</td>
<td>Stand Up Day</td>
<td>Student Center Circle</td>
<td>Office of Victim Advocacy</td>
<td>Students and Employees</td>
<td>500</td>
<td>Y</td>
<td>DoV, DoV, SA, S</td>
<td>Ongoing</td>
<td>Students and Employees</td>
<td>Engage the campus community in educational activities related to bystander intervention.</td>
<td>PowerPoint slides included with report.</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>20 sessions</td>
<td>Residence Hall Programs</td>
<td>Residence Halls</td>
<td>Office of Victim Advocacy, Women's Center</td>
<td>Students</td>
<td>341</td>
<td>Y</td>
<td>DoV, DoV, SA</td>
<td>Ongoing</td>
<td>Students</td>
<td>Provide education to residential students about healthy relationships, dating violence, and sexual assault.</td>
<td>None</td>
</tr>
</tbody>
</table>
Central Connecticut State University

Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-campus and Community Resources

Office of Equity & Inclusion
1615 Stanley Street
Davidson Hall, 119
New Britain, CT 06050
Important Phone Numbers

Reporting an Incident

University Police (Criminal Complaints)
860-832-2375

Office of Equity & Inclusion (Title IX Officer) All complaints
860-832-1652

Office of Student Conduct (OSC) Complaints against students
860-832-1667

Medical Attention

Student Wellness Services, Health (Confidential)
860-832-1925

Hospital of Central Connecticut (HCC)
860-224-5011

Emergencies
911

Someone to talk to

Office of Victim Advocacy
860-832-3795

Women's Center
860-832-1655

Student Wellness Services, Counseling (Confidential)
860-832-1945

Sexual Assault & Crisis Services (Confidential)
860-225-4681; English Hotline 1-860-223-1787

Prudence Crandall Center for Domestic Violence (Confidential)
888-774-2900 (24-hour hotline)

*Off-Campus

President's Message

Central Connecticut State University

Dear University Community:

Acts of harassment, discrimination, and violence threaten personal safety and violate the conduct standards expected of our community members. Central Connecticut State University (CCSU) has zero tolerance for any form of these behaviors and will pursue all criminal and administrative remedies in alignment with University policy and state law.

This booklet contains information about CCSU's policies, procedures, and resources for those whose rights have been violated and for those who wish to become better informed about these topics and issues.

In addition to learning about the offices, organizations, and professionals educated and prepared to assist victims and concerned colleagues, you will read about CCSU's response procedures to reports of incidents affecting our students, faculty, staff, and visitors.

As Central's president, be assured that I am fully committed to ensuring our campus is a safe, supportive, and welcoming environment for all.

Sincerely,
Zulma R. Toro
President
Written Notification

Resources and Options
For survivors of sexual assault, intimate partner violence and stalking.

Office of Victim Advocacy
you are not alone

You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to start.

CCSU has a professional advocate dedicated to assisting survivors/victims.

CCSU’s Office of Victim Advocacy
860-832-1928
Central Hall, Room 261
M-Th 9 AM - 5 PM, Fri 9 AM - 1 PM
We are here to assist and support you.

Medical and Emotional Care
- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. Call 911 for immediate assistance.
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1928. For more information go to www.csu.edu/health/services.
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Groton St., New Britain or call 860-284-501.
- Please seek emotional support. It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. The CCSU SWS, Counseling Services is the only on-campus confidential resource. There are options for confidential counseling both on- and off-campus.

SWS, Counseling Services
CCSU
Mount White Hall, Room 205
860-832-1945
Free, Confidential

YWCA
Sexual Assault Crisis Services
22 Glen St. New Britain CT
860-223-1787 (24/7)
Free, Confidential

Prudence Crandall Center
(for Domestic Violence)
888-774-5900 (24/7)
Free, Confidential

CCSU is an Equal Opportunity Educator and Employer

Remember, no matter what, this was not your fault.
Filing a Report - It's up to you.

It is important to note that the Office of Diversity and Equity and Office of Student Conduct procedures are separate from police procedures. You have the right to file reports with both, one or neither systems. CCSU’s Office of Victim Advocacy (860-832-3795) can provide information on options and can assist you with making reports.

All Complaints
Office of Diversity and Equity (ODE)
Ross Rodrigues, Title IX Officer
860-832-1652
TitleIXreport@ccsu.edu
Davidson Hall, Room 102

Complaints against Students
Office of Student Conduct (OSC)
Director
860-832-1667
Carrell Hall, Room 502

Filing a Criminal Complaint and Orders for Protection

You may choose to file a report with the police within the jurisdiction where the incident occurred.

For on-campus incidents call the CCSU Police at 860-832-2375 or 911 (24/7). If you don’t know which law enforcement agency to contact, CCSU can assist you.

You have the right to obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order against the perpetrator. If the perpetrator is not affiliated with CCSU, at your request, CCSU can still take actions for your protection and comfort on campus. The CCSU Police or the Office of Victim Advocacy can provide guidance on the process of requesting one of these orders.

You have the right to be on the CCSU campus. Regardless of whether or not you choose to file a formal complaint, CCSU’s Office of Victim Advocacy can assist in requesting reasonable accommodations, including housing students, urging campus transportation, or convincing instructors that you want an instructor to be different. We will respect you as someone who is best for your...

You may want to talk to someone where you feel most comfortable. These offices are not confidential. Consider taking about their limits of confidentiality before you sit down to talk.

Office of Victim Advocacy 860-832-3795
Women's Center 860-832-1655
LGBTQ Center 860-832-2090
Residence Life 860-832-1660

Other Helpful Information

- [www.advisory.care.org](http://www.advisory.care.org) Provides information on Title IX and student rights. Created by and for students.
- [www.ccnu.edu/diversity/](http://www.ccnu.edu/diversity/) Links to CCSU Title IX policies and procedures and staff contact information
- [www.ccnu.edu/studentsconduct/resources.org](http://www.ccnu.edu/studentsconduct/resources.org) Links to the CCSU Student Code of Conduct

you are not alone.

There are people available to help.
Investigatory Report

Report Date: November 5, 2014
Report Prepared by: Chief Diversity Officer
Nature of Investigation: Associate in Diversity and Equity

Introduction
Chief Diversity Officer and Associate in Diversity and Equity conducted an investigation to examine alleged violations of CCSU’s Nondiscrimination in Education and Employment Policy. Based on [insert Protected Class Basis Here], status brought forward by [complainant first and last name]. [Insert Complainant title and area of work or study].

[Complainant last name] has alleged [Gender Provision] was subjected to [alleged actions] based on her [protected class basis] by [respondent 1 first, last, last name], [title and location], [respondent 2 first, last, last name], [title and location]. [Insert brief case description].
The ODI conducted [insert # of people interviewed] in-person interviews of the complainant, respondent and witnesses.

Summary of Complaint and Complainant Interview
1. [Name of Complainant] [Interviewed on [insert interview date] by [insert investigator(s) last names]]
[Complainant first and last name] [Insert brief summary of complainant's history with CCSU]. Her complaint stated:
[Insert complete statement or complaint summary (if exists)].

Summary of Respondent Interview
1. [Name of respondent 1] [Interviewed on [insert interview date] by [insert investigator(s) last names]]
[Insert respondent interview summary]
2. [Name of respondent 2] [Interviewed on [insert interview date] by [insert investigator(s) last names]]
[Insert respondent interview summary]
3. [Name of respondent 3] [Interviewed on [insert interview date] by [insert investigator(s) last names]]
[Insert respondent interview summary]

Witnesses
The investigator interviewed [insert # of witnesses interviewed] witnesses. The investigators explained the provision of the policy related to retaliations to all witnesses. All witnesses indicated that their statements were truthful, complete and accurate.
1. [First and Last name of witness 1] [Interviewed on [insert interview date] by [insert investigator last name(s)]]
2. [First and Last name of witness 2] [Interviewed on [insert interview date] by [insert investigator last name(s)]]
3. [First and Last name of witness 3] [Interviewed on [insert interview date] by [insert investigator last name(s)]]
4. [First and Last name of witness 4] [Interviewed on [insert interview date] by [insert investigator last name(s)]]
5. [First and Last name of witness 5] [Interviewed on [insert interview date] by [insert investigator last name(s)]]

Other Evidence Gathered
- [Insert description of other evidence gathered]

Findings
Findings Regarding Issue 1.
Basis for Finding:
Findings Regarding Issue 2.
Basis for Finding:
Findings Regarding Issue 3.
Basis for Finding:
Findings Regarding Issue 4.
Basis for Finding:

Other Issues

Recommendations

Conclusion
The investigation in this case is completed and is marked as closed.
This report will be provided to [Insert person(s) first and last name and title receiving copy of complaint report] to determine appropriate administrative action. All original statements and other documentary
Please return form to:
Central Connecticut State University
Office of Diversity and Equity
Davidson Hall, room 102
1633 South St
New Britain, CT 06050

If you have additional questions or to schedule an appointment, call 860-349-3092

CCSU’s Office of Diversity and Equity Complaint Form

1. Describe the specific incident(s) of discrimination/harassment/restitution. List dates, times, locations, names, and titles of the people involved in the incident(s).
2. Explain why you believe that you were discriminated/harassed/reinstated against because of your protected class status (race, age, sex, disability, etc.)
3. Provide the names and titles of people you believe were treated more favorably than you due to your protected class status. List the protected class status (race, age, sex, disability, etc.) of each person.

If more than one page is needed, please place this form in the envelope and continue on the next page.
<table>
<thead>
<tr>
<th>City:</th>
<th>State:</th>
<th>Zip Code:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Phone:</td>
<td>Home Phone:</td>
<td>Cell Phone:</td>
</tr>
<tr>
<td>Email:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sex:</th>
<th>Male</th>
<th>Female</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your status:</td>
<td>Student</td>
<td>Faculty/Staff</td>
<td>Internal (Non-Campus)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of Complaint:</th>
<th>Discrimination</th>
<th>Harassment</th>
<th>Retaliation</th>
</tr>
</thead>
</table>

I was discriminated/harassed/retaliated against on the basis of my:

| Age | | |
| Ancestry | | |
| Color | | |
| Criminal Record (State Only) | | |
| Gender Identity or Expression | | |
| Genetic | | |
| Intellectual Disability | | |
| Learning Disability | | |
| Physical Disability | | |

I was:

| terminated | | |
| not hired/promoted | | |
| suspended | | |
| constructively discharged | | |
| not hired due to BFOCC* | | |
| given a poor evaluation | | |
| denied a raise | | |
| lost training | | |
| given different terms and conditions of employment | | |
| given a poor grade (student) | | |
| denied services | | |

| harassed | | |
| sexually harassed | | |
| demoted | | |
| retaliated against | | |
| not hired due to a disability | | |
| disciplined difficult duties | | |
| warned | | |
| not hired due to prior criminal record | | |
| subjected to a hostile work environment | | |
| other | | |
| treated differently | | |

[ODH, July 13]
**Did you know?**

Example: Kudirka.

ancestry, and/or other similar social characteristics. For
a group of people whose common language, culture, or
place has never been a country. This is closely associated with
a particular place. The place is usually a country of a former
passport. A person from a former Judaism Includes discrimination
National origin discrimination includes discrimination
because a person's origin is Jewish.

---

**Contact Information:**
Director of Campus Life

---

**Contact Information:**
Director of Campus Life

---

**Contact Information:**
Director of Campus Life

---

**Contact Information:**
Director of Campus Life
### ODE Staff Responsibilities

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Role</th>
<th>Responsibilities</th>
</tr>
</thead>
</table>
| Rosa Rodriguez              | Chief Diversity Officer (CDO) & Title IX Officer   | - Leads/manages CCSU's programs that promote equity, diversity and equal opportunity including oversight of the affirmative action (AA) and non-discrimination policies and procedures and Title IX  
- Develops and coordinate training programs as they related to nondiscrimination, diversity, equity including Title IX  
- Oversees the hiring process  
- Investigates complaints  
- Serves as the ADA coordinator  
- Develops and coordinates cultural and educational programming activities  
- Provides advocacy and referral services |
| Sarah Dodd                  | Associate to COO                                   | - Investigates complaints  
- Assists with the development and implementation of the AA plan  
- Serves as the lead person in the data collections as it relates to the AA  
- Conducts training on issues related to diversity and Title IX  
- Oversees the classified search process  
- Provides advocacy and referrals  
- Leads awareness campaigns  
- Provides advocacy and referral services |
| Alberto Cifuentes, Jr.      | University Assistant                              | - Maintains ODE calendar and budget  
- Assists with investigations  
- Oversees records retention and filing system |
| Sharon Gaddy                | ODE Assistant                                      | - Assists with the development of the AA Plan  
- Works Thursday only |
| Victim Advocacy and Violence Prevention Specialist | Office of Victim Advocacy                          | - Provides professional advocacy services for students, faculty and staff who have been impacted by sexual assault, relationship violence, and/or stalking  
- Provides information on different options available to address safety and other concerns and assist in the navigation of different reporting systems  
- Provides referrals to campus or community entities depending on individual needs  
- Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact |
| Jacqueline Cobbina-Boivin    | Coordinator                                        | - Offers services for and about women  
- Provides resources to advocate, inform, and support personal development  
- Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence  
- Provides advocacy and referral services |

8JPage

9JPage
Office of Diversity and Equity (ODE)

Mission Statement

- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.
- Guide the University community in the implementation of Affirmative Action and diversity strategies.

The ODE is located in Davidson Hall, RM 102. The office reports directly to the President and is responsible for promoting diversity and fairness. Responsibilities include the administration of:

1. Policies and Procedures
   - Nondiscrimination in Education and Employment Policy
   - Sexual Misconduct Policy
   - Procedures for filing related complaints
2. Federal and State Laws
   - Affirmative action and equal employment opportunity laws
   - Section 504 of the 1973 Rehabilitation Act and Americans with Disabilities Act
   - Civil Rights laws including, Title IX, Title VII

Other responsibilities include the administration/implementation of the University's:

3. Investigation of internally filed complaints
4. Monitoring of the employment process (including recruitment, hiring, promotion and training)
5. Development and implementation of the annual Affirmative Action Plan
6. Provision of the ADA reasonable accommodations for employees
7. Conduct training on Title IX including the prevention of sexual harassment for staff and students and Diversity. Coordinate CCSU's violence awareness campaigns
2018 ANNUAL CAMPUS SECURITY & FIRE REPORT

Clery Report
Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
Including Statistics for 2016 to 2018

Table of Contents

Introduction ....................................................................................... 3
The Clery Act .................................................................................... 5
CCSU Procedures and Timetables .................................................. 34
Student Code of Conduct and Statement of Disciplinary Procedure 38
Sexual Assault and Intimacy Violence Prevention Program ............ 47
Sex Offender Notification ............................................................... 48
Compliance ..................................................................................... 49
Disciplinary Policies ......................................................................... 50
Clery Reportable Crimes ................................................................. 70
Definitions of Crime ........................................................................ 71
Crime Statistics .............................................................................. 72
Hate Crimes .................................................................................... 73
Violence Against Women Act ....................................................... 74
Domestic Violence, Dating Violence, Stalking, and Stalking Offenders 75
Weapons, Drug, and Liquor Violations ........................................... 76
Campus Fire Safety Report ............................................................ 77
Fire Safety Report .......................................................................... 78
Residence Hall Fire Safety Systems .............................................. 79
Residence Hall Fire Safety Rules .................................................. 80
Fire Restricted Items in Resident Halls ......................................... 80
Evacuation Procedures .................................................................. 81
Fire Reporting ............................................................................... 81
Campus Map ................................................................................. 83
The Future ...................................................................................... 84
Mission Statement and Goals ....................................................... 84

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
2016-2018
Introduction

This section includes:

- Introduction

The CCSI community is a diverse and inclusive environment for students, staff, and visitors. While CCSI is a great place to live, work, and study, it is not immune from the kinds of problems that can occur in any other setting—intended or not. To mitigate the likelihood of crime, the University undertakes a variety of measures. Included are not only the services of the Police Department, but also those of other departments whose policies and services support a safe campus. Therefore, everyone has a role in this process. The University's primary responsibility for safety and security lies with each of us. No one department or set of protocols can be effective unless individuals and the community exercise reasonable care and prudence. Let's work together: safety and security is everyone's responsibility.

CCSU Clery Report 2018

Gregory J. Small
Chief of Police

The CCSI Police Department is headed by a Chief of Police who reports to the President of the University.

CCSU Police Department

The Police Department's primary mission is the protection of lives and property at CCSI. It is committed to carry out this role in a manner that respects and protects the rights of all individuals to learn, grow, live, and work in an atmosphere of mutual respect. For us, "quality" only refers to the kind of service we provide; but also describes the kind of life we can support. The police act on campus and off campus 24 hours a day, 365 days a year. Their duties include, but are not limited to:

- Patrolling the University on foot and on bike
- Responding to all types of incidents, including those that require medical assistance or immediate assistance
- Investigating crimes
- Conducting background checks
- Traffic enforcement
- Community outreach programs
- Emergency communications, 911

Additionally, because public safety is everyone's, an important role of the Police Department is to act as a positive force in the community by sharing ideas and programs that help shape the public safety direction of the services, programs and "vibe" of the campus community.

Jeannie Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

A Campus Security Policy is a comprehensive system of internal policies and procedures to prevent and respond to violent crimes and other incidents of concern. The Campus Security Policy includes a description of the applicable legal requirements, procedures for reporting, and steps to be taken in response to incidents. The University's Campus Security Policy is available on the University's website, and any student, employee, or visitor may request a copy of the policy in an accessible format. The University's Campus Security Policy is updated annually and made available to the public.

Central CT State University

Preparation of the Clery Report for 2016 to 2018

The University has made reasonable efforts to provide the public with comprehensive information regarding incidents of concern that occurred on campus, including crimes of violence and kluxical offenses. The University has also taken steps to provide training and education to employees and students on how to report incidents, including the Clery Act. The University's policies and procedures for reporting and investigating incidents are designed to ensure that all individuals are treated fairly and that the University takes appropriate actions to address incidents.

CCSU Clery Report 2018

Authority of the CCSU Police

Each of Connecticut's four-year universities has its own police department responsible for the protection of each campus. Each campus police agency is designed to be an integral part of the campus community, working closely with students, faculty, staff, and visitors. The Police Department is responsible for the safety and security of all members of the campus community, including students, faculty, staff, and visitors. The Police Department responds to all incidents, including criminal activity, threats, and other emergencies. The Police Department is committed to providing a safe and secure environment for all members of the campus community.

Police Officer Selection and Training

The University Police Department consists of approximately 37 people, including sworn and non-sworn officers. Full-time and part-time civilian employees, including dispatchers, provide support in such functions as administration, finance, communications, and parking enforcement. All of our police officers are subject to stringent requirements imposed upon all police officers in Connecticut. To maintain their police officer status, our police officers must pass a written examination, a physical fitness evaluation, a background investigation that includes a polygraph examination, and drug testing.

NOTE: Other police agencies and the New Britain Police Department are also involved in the investigation of incidents. The University Police Department continues to work closely with the New Britain Police Department to ensure that all incidents are investigated thoroughly. In cases where there is evidence of a criminal act, the New Britain Police Department may be called in to investigate.

Police Officer Selection and Training

The University Police Department consists of approximately 37 people, including sworn and non-sworn officers. Full-time and part-time civilian employees, including dispatchers, provide support in such functions as administration, finance, communications, and parking enforcement. All of our police officers are subject to stringent requirements imposed upon all police officers in Connecticut. To maintain their police officer status, our police officers must pass a written examination, a physical fitness evaluation, a background investigation that includes a polygraph examination, and drug testing.

NOTE: Other police agencies and the New Britain Police Department are also involved in the investigation of incidents. The University Police Department continues to work closely with the New Britain Police Department to ensure that all incidents are investigated thoroughly. In cases where there is evidence of a criminal act, the New Britain Police Department may be called in to investigate.
**Crime, Emergencies and Evacuation**

**CSSU Clery Report 2018**

**Reporting Crimes and Emergencies**

Crimes in progress and other emergencies should be reported by dialing 911 from any phone. Whenever possible, the actual victim or witness of the crime should directly. First hand information is always more accurate and complete, if someone else gives you this information, please relay this information.

Emergency phones, known as “Blue Light Telephones,” are strategically located across the campus and are connected directly to the police dispatch office on campus. All calls to the police also activate the blue light siren for assistance.

The CSSU PD Communications Center is located 24 hours a day by trained public safety officers. The dispatch service answers calls from the Blue Light phone, campus businesses, and 911 calls received from the City of New Britain Public Safety Answering Point. Upon receiving calls for service, dispatchers assign the appropriate agency officer(s), fire fighter(s), or emergency medical staff to respond.

When calling 911 or the CSSU PD to report a crime or an emergency, please be ready to give this information: your name, address, phone number, a description of the incident, when and where the incident occurred, a description of the suspect (including gender, race, age, height, weight, hair length, clothing, facial hair, and any other relevant information). In addition to the importance of accurate and prompt reporting of all crimes, timely information assists in developing information and warnings for the campus.

**Calling for Other Police Assistance**

For non-emergency assistance, please call the CSSU PD at 860-323-5725. The University Police Department is located at 3002 East Main in New Britain, CT, and is open 24 hours a day.

**Voluntary and Confidential Reporting of Crimes**

Employees at the University do not have a reporting system for sexual crimes committed in the workplace or confidential. Victims are encouraged to report crimes they know about to the police.

The CSSU Police welcome all information and assist in the investigation. However, unless the police or the University has reason to believe confidentiality is violated, the University Police will not disclose information.

**Anonymous Reporting of Crimes**

To report any crimes anonymously, go to www.cssu.edu/pd/anonymous and select “Anonymous Crime Report” from the left menu.

**CSSU Emergency Notification System & Timely Warnings**

**Timely Warnings for Crimes**

As the result of a crime (as defined in the Clery Act) in a location or on a campus area that is accessible to the campus community, a timely warning will be issued. This is a definition made by the Office of Marketing and Communications. In addition, the University Police will send out a warning to all students via email or phone. These warnings will provide information about the crime and steps to take to ensure safety.

**CSSU Emergency Notification System**

CSSU uses an Emergency Notification System (CSSU ALERT) that focuses on emergency notifications to all campus community members. This system includes text messages, phone notifications, and other appropriate methods of communication to ensure timely and accurate communication during an emergency.

**What to Expect When a Warning is Issued**

The following steps will be taken when a warning is issued:

1. **Notification:** An email will be sent to all students and employees.
2. **Steps to Take:** Students and employees should take the following steps:
   - **Evacuate Immediately:** Leave the building quickly and go to a safe location.
   - **Avoid Elevators:** Use the stairs if possible.
   - **Stay Alert:** Maintain a state of alertness and be aware of your surroundings.

**CSSU Clery Report 2018**

**Crime in Progress and Other Emergencies**

Crimes in progress and other emergencies should be reported by dialing 911 from any phone. Whenever possible, the actual victim or witness of the crime should directly. First hand information is always more accurate and complete, if someone else gives you this information, please relay this information.

Emergency phones, known as “Blue Light Telephones,” are strategically located across the campus and are connected directly to the police dispatch office on campus. All calls to the police also activate the blue light siren for assistance.

The CSSU PD Communications Center is located 24 hours a day by trained public safety officers. The dispatch service answers calls from the Blue Light phone, campus businesses, and 911 calls received from the City of New Britain Public Safety Answering Point. Upon receiving calls for service, dispatchers assign the appropriate agency officer(s), fire fighter(s), or emergency medical staff to respond.

When calling 911 or the CSSU PD to report a crime or an emergency, please be ready to give this information: your name, address, phone number, a description of the incident, when and where the incident occurred, a description of the suspect (including gender, race, age, height, weight, hair length, clothing, facial hair, and any other relevant information). In addition to the importance of accurate and prompt reporting of all crimes, timely information assists in developing information and warnings for the campus.

**Calling for Other Police Assistance**

For non-emergency assistance, please call the CSSU PD at 860-323-5725. The University Police Department is located at 3002 East Main in New Britain, CT, and is open 24 hours a day.

**Voluntary and Confidential Reporting of Crimes**

Employees at the University do not have a reporting system for sexual crimes committed in the workplace or confidential. Victims are encouraged to report crimes they know about to the police.

The CSSU Police welcome all information and assist in the investigation. However, unless the police or the University has reason to believe confidentiality is violated, the University Police will not disclose information.

**Anonymous Reporting of Crimes**

To report any crimes anonymously, go to www.cssu.edu/pd/anonymous and select “Anonymous Crime Report” from the left menu.

This form is for reporting crimes not in progress in both the CSSU Police Department and other University Departments as needed. The information can then be used in the completion of statistical reports for crimes that occur on the CSSU campus or in surrounding areas in compliance with federal and state laws and Board of Regents policy. A person who has been victimized of a crime may fill out this form themselves or ask a third party (such as a friend or a counselor) to do so. If this is an emergency, please call 911.

**Other Campus Security Authorities (CSA)**

You may also report crimes to individuals who are not members of the Police Department or the Office of Equity and Inclusion. Other CSA’s may include: RA, athletic coaches, Title IX coordinators, or the President.

**LiveSafe—Crime Reporting**

LiveSafe is a mobile safety communications platform, which provides users a tool to do something right from their mobile phone. From sharing information on concerning behavior to reporting safety hazards, LiveSafe platform connects two-way, real-time interactions that include meaningful tips, calls, photos and videos; mobile mass notification; relevant safety resources and peer-to-peer safety tools.

LiveSafe is a mobile safety system in the hands of everyone, providing trustees, staff and students as they can feel involved and empowered to do something when they are something. Users can send tips, photos, videos and provide location information to report incidents ranging from routine maintenance needs, suspicious activity related to safety threats. LiveSafe’s cloud-based central database receives tips in real time and shares security activities to respond quickly and safely. It is the “Do Something” for “See something, say something.”

**CSSU Emergency Notification System & Timely Warnings**

**CSSU Clery Report 2018**

**CSSU Clery Report 2018**

**CSSU Clery Report 2018**

**CSSU Clery Report 2018**
Emergency Evacuation Procedures/Plan

Introduction

Emergency Plan identifies procedures for evacuation, emergency shut down, evacuation safety points and instructions. These procedures ensure the safety of all employees and students should an emergency occur. It is the responsibility of the manager to ensure that all employees and students are aware of these procedures.

Evacuation Procedures

1. In the event of a building evacuation, all employees and students should exit the building immediately.
2. All doors should be closed behind exiting employees and students.
3. All students and employees should report to the designated assembly area.
4. All employees and students should exit the building immediately.
5. In the event of a building evacuation, all employees and students should report to the designated assembly area.

Evacuation Routes

All employees and students should exit the building immediately. The following routes are recommended:

1. Exit via the nearest exit.
2. Exit via the nearest exit.
3. Exit via the nearest exit.
4. Exit via the nearest exit.
5. Exit via the nearest exit.

Crime Prevention and Programming

This section includes:

- Crime Prevention
- Student Responsibility
- LiveSafe——Crime Prevention
- Student Conduct
- Drugs and Alcohol
- Missing Student Notification

Central

Central

Crime Prevention and Programming

This section includes:

- Crime Prevention
- Student Responsibility
- LiveSafe——Crime Prevention
- Student Conduct
- Drugs and Alcohol
- Missing Student Notification

Central
Crime Prevention and Programs

- Education: The CSU Police Department works closely with Residence Life to provide up-to-date and
  relevant information to the student community about crime on the CSU campus. Upon request, CSU police
  staff are available for presentations on:
    - Campus Safety
    - Drug/Alcohol Abuse
    - Sexual Assault Awareness on Campus
    - Campus Violence
    - Campus Laws and Enforcement
    - Law Enforcement
    - Transportation
    - Bicycle Safety
    - Safe Zone and Other Programs

- Cyber Analyst: On all network traffic, the Police Department monitors and analyzes reports of all crime situations
  and, accordingly, the results of their analysis, modify policies.

- LiveSafe Safety Map: Staying aware of your surroundings is one of the key steps in staying safe, regardless of where
  you go. The Safety Map enables you to quickly see where you are and what is around you to better use the
  available resources.

- Safety Escort: Using student volunteers, police safety volunteers or police officers, concealed students will be escorted
  within the campus.

- Raping Report: The Police Department will assist students in engraving items of value.

- Emergency Telephones: The University has installed many well-placed emergency telephones (Blue Light Phones)
  that connect directly into the police dispatch center on campus.

- Student Alerts: Students are engaged by the Police Department to provide reports and perform building security
  checks.

- ID Cards: All full-time students, faculty and staff have been issued these ID cards, which are required to enter
  the campus at all times and must be shown upon request.

- E-PSR (Emergency Preparedness System) is a required training tool to ensure students leave the campus and
  to ensure that an immediate response from the administration (including security and public relations) is
  available.

- The Sexual Violence Prevention Program (SVPP): A required class for all incoming CSU students to complete.
  The interactive program provides information on healthy versus unhealthy relationships, consent, different
  forms of sexual violence, strategies for starting and stopping sexual violence, and how to help someone.

Security of and Access to Campus Facilities

- Facilities Upright: Facilities and grounds are maintained with security in mind. The Facilities Management Depart-
  ment inspects campus facilities regularly, ensuring proper performance of duties and inspecting systems to assess
  potential safety and security threats to facilities without notice. The campus office of the Facilities Manage-
  ment Department regularly monitors and responds to problems on campus areas that may affect safety
  without notice, for example chimneys that impair building lighting.

- Locked Residence Halls: Residence halls are locked 24 hours a day, seven days a week. Students gain entry to
  the residence halls by a coded access system that is monitored across all areas of the campus.

- Residence Hall Staff: Each resident hall has one full-time, live-in Director with Residence Assistant on each floor.

- Access Control and Security Cameras: The University has invested significantly in the technology necessary to im-
  prove electronic access control and closed-circuit television systems.

Student Responsibilities and Crime Prevention

The cooperation and involvement of students in a campus safety program is extremely necessary. The potential
for problems is minimal when students follow sensible safety-oriented practices. The residence halls will quietly
take firm steps to ensure safety and security on campus. Residence halls will quietly take firm steps to ensure
that students are aware of their responsibilities by taking the following measures:

- Lack of door when you have not and take your keys with you, no matter how long you will be gone. It only takes
  a few seconds to be "kidnapped."

- Lack your keys when you enter your residence area.

- Do not leave notes on your door telling the fact that you are in or when you will return. It is an open invitation
  for theft.

- Keep your phone, money, checkbook and key out of sight and locked up if possible. Most purse thefts are
  committed by the use of the residence's key. Keep your money, wallet, and other valuables out of sight.

- Keep a record of all security issues, noting description, serial number and approximate value of the items.

- In some cases you should consider taking pictures of these valuables. These records should be kept in a secure
  location. Also, keep a copy with your parents.

- Check with your parents' insurance company to see if your property is covered under their homeowner's policy
  while you are living at school.

- Do not let your room keys or access cards fall into the hands of others.

- Do not invite strangers into your room.

- Only allow responsible visitors to your residence halls.

- Responsible for your belongings.

- Regularly check your residence hall for security.

- Do not open your door unless you know who is at the other side, especially at night.

- Do not allow too many people to enter the residence hall.

- CSU police, and other law enforcement officers, will enter student residences for safety reasons.

- Report to the administration any student who may be in need of assistance.

- Keep your keys on you at all times.

- Do not use your key to allow strangers into the residence halls.

- Report any suspicious person or activity to the Police Office, (650) 335-3575.

LiveSafe—Crime Prevention

LiveSafe security application can be used on student's cell phone as a means to improve safety and decrease efforts. For
instance, faculty, staff and students can utilize the SafeWalk version. Utilizing GPS-enabled location technology, Safe-
Walk allows users to virtually walk from faculty, staff and residents home or to another location by viewing their location
in a real-time map. Blue Light Stations and designated red zones, which are used to report a complaint, if
the user doesn't arrive at the intended destination by the estimated time of arrival. Alerts are sent out when the user is
delayed, has arrived or has canceled the request. Additionally, the Police Department can help save lives by
highlighting key features, customized to the university. It also can be used to prevent crimes potentially dangerous area.

Student Conduct

- Students are responsible for obeying the law, on and off campus, in any other area.

- Misconduct by any person may violate either University policy or the law or both.

- The Student Code of Conduct is a list of the law's instruction on personal and property protection and
  explains the policies and procedures. Any student who violates the Student Code of Conduct may be
  subject to expulsion or other sanctions.

- Students who violate University policy, the Police Department, as well as other agencies, may face
  fines or other sanctions.

Drugs and Alcohol

The University is a drug-free environment. Students are encouraged to abstain from using drugs and alcohol.

- Alcohol and Drug Education

- The Student Handbook section relates to this topic in the Student Wellness Services, Office of Wellness Education.

- The Student Handbook can be accessed by visiting the Link: Student Handbook

- Weapons

- Possession of firearms, fireworks, dangerous weapons or unauthorized chemical substances is strictly prohibited and
  is a felony offense.

- Monitoring of Off-Campus Student Organizations

- CSU does not recognize any off-campus student organizations including any with off-campus housing facilities.

- Therefore, CSU has no policy regarding the monitoring and reporting of such facilities through the local police.
Missing Student Notification Policy

How to Report
If a member of the University community has a reason to believe that any community member is missing or that foul play may be involved, he or she should immediately notify CCSU Police (860) 832-2375.

Notification of Emergency Contact
CCSU Police will generate a missing persons report, begin an investigation, notify law enforcement agencies and notify the student's emergency contact plan determined by the student when enrolling. If the student is deceased, the CCSU PD will notify the student's parent or legal guardian immediately after a determination that the student has been missing. CCSU PD will notify the student's parent or legal guardian immediately after a determination that the student has been missing. CCSU PD will assign that local law enforcement agency in order to make contact with such person.

Maintaining Emergency Contact Information
Students are required to review and update their current contact information, as well as the name and address of an Emergency Contact, before registration. This requirement ensures that CCSU is able to alert students about campus emergencies and to readily identify contacts for the event. Students should list an emergency contact name and address by calling the Central Dispatch Office at 860-832-2375 and clicking on the “Central Dispatch” link at the top of the CCSU Police home page. Log into the WebCentral account. Log in to the WebCentral account and click on “Update Contact Information” on the “Home” tab. A student's confidential contact information will be accessible only by authorized campus officials and may not be disclosed except to law enforcement personnel in the fulfillment of our personal investigation.

Sexual Violence
Sexual violence (sexual assault and other forms of intimate partner violence) continues to be a great concern on campus nationwide. CCSU worries that it is not known if the situation is a crime. The CCSU Police will vigorously investigate all reported sexual violence and will work closely with victims, victim's service agencies, and law enforcement agencies to provide support to victims.

CCSU policies on sexual violence cover four main areas:
1. Reporting/Reporting Options
2. Contact Information
3. Rights
4. Sanctions

Reporting Sexual Violence
In any instance, call 9-1-1. If an immediate emergency exists and the assault...

- Answered off campus, contact local police for assistance.
- At your request, CCSU Police will assist you in seeking contact with appropriate officials.
- Occurred on campus, call CCSU Police at 860-832-2375.
- If you become a victim of a sexual assault, you should seek medical attention immediately. Do not wash, use a restroom, bathe, change your clothes or shampoo your hair where the assault occurred.
- Contact the Police.

Sexual Assault Crimes Services, or go to a hospital emergency room. Why: Because sexual assault is one of the only crimes where the victim's bloody is also the crime scene. If a victim doesn't tell their parents, evidence of the crime may be lost.
- Time of the crime: Medical needs to be seen within 120 hours of the assault or in cases you consider...-
- If you are still wearing the clothing you had on during the assault, take a change of clothes with you to the hospital, as your clothes may be needed for evidence. If you have already changed, the clothes worn during the assault will be needed at the hospital. Do not wash or go to a different place.
- Contact the victim's family, friends, or anyone you trust.
- Do not keep the incident bottled up inside, seek help from a support group and talk about it. You have the right to report all cases of sexual assault to the University Police Department, even if you don't wish to press charges. The information you provide to the University Police Department may be helpful in preventing further violence and is used to the service of the victims. The important point to remember is to get the emotional support and the support you need.


Because sexual assaults occur under various circumstances, physical evidence may be crucial in helping establish the facts of the case or in helping a suspect in the crime. Therefore, in your report, the facts of the assault should be preserved for the police and you should seek medical attention immediately. If you choose to report the matter to the police, either directly or with assistance, they will begin the investigation immediately. This will maximize the likelihood of gathering the amount of evidence necessary to identify a suspect and conviction of the suspect. If you change your mind after making an initial report, the police will not compel you to proceed. Conversely, if you desire to report the matter to the police, the police will begin their investigation immediately, but change your mind later. Therefore, you do not proceed. However, while the police will not compel your decision, it is important to begin the investigation immediately to obtain physical or other evidence that the police are able to maintain the best level of proof necessary to either arrest or exonerate a suspect.

Reporting Options/Protective Measures

When the University receives a complaint of sexual assault, sexual harassment, or relationship violence, the University’s Office of Victim Advocacy and Support will coordinate the investigation.

Responsible Employees/Confidentiality
- Will not release your identity to the person you contacted.
- Have no obligation to ensure victim's safety or the information in your case, unless you request that the information be disclosed.
- Provide assistance in the form of emotional support, information about the legal system, and, if the victim requests, information about the University's advocacy services.
- Provide immediate assistance to victims who are in immediate danger of hurt or death.
- Offer you options and advice without any obligation to take any action, unless you request that do so.
- Help you to identify locations in the city or within the family that are safe.
- Contact city or family of your residence and request that assistance be made available to you.
- Report any information you receive that indicates an immediate danger to your safety.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.

Confidential Sources
- Cannot disclose information without your express consent to any other person, except under: a.) your personal representative; b.) your spouse, children, or other immediate relatives; c.) people who are seeking your care or assistance; or d.) people who are seeking your care or assistance.
1. The Conception Clause on Human Rights & Opportunities (Ad)

2. The Equal Employment Opportunity Commission (Employed)


4. U.S. Department of Education, Office for Civil Rights (Students)

5. The Office of Diversity and Equity (All)

6. Review of Final Complaint

All complaints
Dr. Nancy "Sunny" Burello, Associate Vice President for Diversity, Inclusion and Equity
Office of Diversity and Equity
Dowd Hall, Room 200
532-3335
burello@uconn.edu

Complaints against Students
Stephanie Rolfe, Director
Office of Student Conduct
Hillside Hall, Room 200
532-3335
rolfe@uconn.edu

The University reserves the right to revise or amend these regulations at any time.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.

3.

5.

7.

9.
The decision on appeal criteria for a complaint's and the respondent's administrative status under this procedure are provided below:

Annual Review by AUP Members:
The complaint will be reviewed according to its agreed-upon procedures consistent with the CUSC-AUP Collective Bargaining Agreement, Appendix A: See AUP Complaint Review Procedure.

C. Records Maintenance:
The Vice President for Diversity, Inclusion and Equity shall store and maintain a file of each internal complaint captured under these procedures. All information, including records and correspondence pertaining to all internal complaints, will be kept in this file. Access to this file will be in accordance with applicable law and Federal statute and collective bargaining agreements. The Vice President for Diversity, Inclusion and Equity will destroy these files. All files shall be maintained indefinitely under security procedures established by applicable State and Federal statutes and collective bargaining agreements.

All records of internal complaints and dispositions shall be reviewed in a regular basis by the Office of Diversity and Equity to discover any patterns in the nature of the internal complaints.

Financial Aid and Procedures:
- Non-Discrimination in Education and Employment Policy
- BOR/CSCU Sexual Misconduct Reporting, Support Services, and Proceeds
- Confessions Relationship Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Rev. December 28, 2011

Rev. June 11, 2016—added BOR Sexual Misconduct, Sexual Assault and Domestic Violence Policy, and revised the following sections: Investigation process, Report (against Vice President for Diversity, Inclusion and Equity)

Rev. June 8, 2016 the following sections: Investigation process, provision of financial assistance to employees who have been injured or physically threatened or assaulted, and the following sections: Investigation process, Report (against Vice President for Diversity, Inclusion and Equity)

Rev. June 13, 2017 the following sections: Investigation process, The right to be a support person has been modified to expressly state its responsibilities, and to clarify that only one person may report during the investigation process.

Rev. November 27, 2017 the following sections: Investigation process, added written names of employees, and time limit. Revised April 17, 2021 for the following sections: "Procedures and terms of reference section to transition to fast facts.

S/Policy/PROC/01-PCCU Procedures and Guidelines for Processing of Discrimination, Harassment, DMR and DMS Complaints May 6, 2014 FHMA/Files

CSCU Clery Report 2018

Student Code of Conduct and Statement of Disciplinary Procedures

This Student Code of Conduct (hereinafter referred to as “Student Code” or “Code”) is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education. The BOR has charged the President of the Board of Regents for Higher Education with the responsibility to address the anticipated by the administration and the Board of Regents for specimen educational community.

Prohibited Conduct

Sexual misconduct may include engaging, in one or more behavior:

1. Sexual harassment which can include any unwelcome sexual advances or requests for sexual favors, and any conduct of a sexual nature which interferes with a student’s academic performance or creates an intimidating, hostile, or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

   - Sexual stimulation, touching, advances, or requests for sexual favors
   - Verbal or written threats of retaliation
   - Requests or suggestions for sexual favors
   - Sexually oriented gestures, pictures, photographs or other material
   - Consequences of sexual harassment based on gender

   - Threats, demands or requests that engagement of an individual’s educational status or creates an actual or perceived likelihood of retaliation or implication to sexual advances.

   - Sexual assault shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which would make that person’s agreement for that sexual act. Sexual activity shall be made in the consent of the individual involved as something that may not have consented.

   - Sexual activity shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considered as something that may not have consented.

   - Sexual activities shall be considere...
University. No othermorality shall be used or withheld during the hearing. Upon request, the Accused Student may review the recording is a designated University office in order to prepare an appeal of the decision reached by the Hearing Body. Further details of this recording shall be provided by applicable state and federal laws.

2. Option to Record the Hearing: The Accused Student shall have the full opportunity in person to defend and present information, including the testimony of witnesses, in his or her behalf. The Reporting Party and the Accused Student may question the statements of any person who testifies in a manner deemed appropriate by the Hearing Body. The Reporting Party and the Accused Student may make concluding statements regarding the charges made and the information presented during the hearing. The Hearing Body may question the Accused Student and the Reporting Party, and may question any witness whose testimony at the scheduled date and time for the disciplinary hearing becomes relevant.

3. Hearing Procedures: The Hearing Body shall be conducted under the rules of evidence. The Hearing Body shall follow all applicable rules of evidence, including the rules of evidence set forth in the applicable rules of procedures. The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

4. Hearing Body: The Hearing Body shall consist of members selected from the faculty and student body.

5. Hearing: The Hearing Body shall conduct the hearing in a manner that is fair, impartial, and consistent with the rules of evidence. The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

6. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

7. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

8. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

9. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

10. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

11. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

12. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

13. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

14. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

15. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

16. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

17. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

18. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

19. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

20. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

21. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

22. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

23. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

24. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

25. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

26. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

27. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

28. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

29. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

30. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

31. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

32. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

33. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

34. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

35. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

36. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

37. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

38. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

39. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

40. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

41. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

42. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.

43. Hearing Body: The Hearing Body shall have the authority to determine the admissibility of evidence presented at the hearing.
some. In the event the hearing officer selects the process not available on the charging date, the hearing officer will set a date that shall be brought. The end of the hearing officer's role and related expenses, if any, shall be borne by the Board.

16.6.2.4 If the accused chooses to waive his right to a hearing, the member must submit in writing a request for a hearing within two (2) weeks of receipt of the notice of charge described in Article 16.5.2, by written request at the hearing, the hearing officer shall direct the Termination Hearing Committee to confirm the validity of the assignment hearing duty (see Articles 16.6.4 & 16.6.7).

16.6.2.5 After the Termination Hearing Committee has confirmed the hearing date, the Committee shall inform the affected member and the President concerning the date, place, and time of the hearing. The Committee shall provide the information in writing to the member as quickly as possible, but in all cases least that two (2) working days prior to the commencement of the hearing. The Administration shall expeditiously notify the President of CSU-AAUP and the BOR Representative at least five (5) days prior to the hearing (see Articles 16.6.4 & 16.6.7).

16.6.2.6 The Termination Hearing Officer shall conduct the hearing for the purpose of inquiring into the premises, evidence, and the presentation of the case by the Administration and any necessary evidence, including sworn or unsworn testimony. The hearing officer shall grant continuance or notice to any party or witness who requests it. Continuance shall be granted only if there is a substantial delay or unreasonable delay in preparing for the hearing.

16.6.2.7 The hearing officer shall be able to provide all relevant evidence and any statement of the accused member in determining the hearing. Every possible effort shall be made to obtain as much relevant evidence as possible. In all cases, the Voluntary Labor Arbitration Rules then in effect of the American Arbitration Association shall pertained regarding the conduct of the hearing.

16.6.5 Prior to the hearing, the accused member shall determine whether the hearing should be public or private and an advance notice shall be given from such determination.

16.6.6 The hearing officer shall be able to have an advisor for legal counsel and shall attend to the presence of the officer. The advisor shall be the appointed person of CSU-AAUP or not (if different from the individual's counsel) may also attend and participate in the proceedings.

16.6.7 If requested by either party, a written record of the hearing or proceedings shall be taken and a transcript shall be made available to the hearing party. The cost of such a secretarial service shall be borne by the party requesting such service and a copy shall be shared with the other party.

16.6.8 The Administration shall cooperate with the member to make available relevant documents and witnesses who are university employees.

16.6.9 The member and the Administration shall have the right to confront and cross-examine all witnesses. Members of the Committee may question the parties and witnesses under the general control of the Hearing Officer.

16.6.10 The Board of Trustees can rescind the decision of the Termination Hearing Committee or impose lesser sanctions, the affected member shall have no further substantive appeal under this agreement.

16.6.11 If the President decides to inform or take any action of greater gravity than summarized in the Committee, the President shall include the member in the written decision. In this instance, the member to CSU-AAUP may appeal by written notice to the President within two (2) days. In the grievance process beginning in Article 16.16.2 & 16.16.4.

16.6.12 A hearing shall be conducted in accordance with the provisions of Article 16.16, which shall outline all procedures, each on which adequate notice shall be given to the aggrieved member. The principles of the notice and the conduct of the hearing shall be made by both parties for the hearing.

16.6.13 The grievance shall be determined by the President, but the President is not required to appoint the appointed person in the grievance.

16.6.14 The President shall decide the appeal. Within seven (7) days, the Termination Hearing Committee shall decide whether to appeal to the President. Said recommendation shall include a recommendation to the President, who is entitled to accept or reject, with or without a hearing, the recommendation.

16.6.15 The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation. The President shall decide whether to appeal the recommendation.
The provisions of this section shall not be interpreted to prevent a supervisor from questioning an employee at the work-
place.

Section Seven. Wherever practicable, any interrogation or disciplinary action on an employee shall be conducted in a
manner so as to minimize any psychological or emotional stress that may excite an individual’s natural reluctance to answer
frankly. Training, if not possible, the investigator may employ the procedures specified in this section in such manner as to
minimize any psychological or emotional stress that may excite an individual’s natural reluctance to answer frankly.

Section Eight. The State reserves the right to discipline or discharge employees for the breach of the No Strike Article. An
employee may input a disciplinary action directly to the State. If an employee identifies the employee who caused the
disciplinary action and the employee who is the supervisor of the employee who caused the disciplinary action, the employee
shall be advised that he or she may appeal the disciplinary action to the State. The State shall appeal the disciplinary action
to the State, the employer shall be advised that he or she may appeal the disciplinary action to the State. The employee shall
be advised that he or she may appeal the disciplinary action to the State. The employee shall be advised that he or she may appeal
the disciplinary action to the State.

For purposes of this section, "waived" means that the disciplinary action shall be "waived" for the disciplinary purposes. An
employee may input a disciplinary action directly to the State. If an employee identifies the employee who caused the
disciplinary action and the employee who is the supervisor of the employee who caused the disciplinary action, the employee
shall be advised that he or she may appeal the disciplinary action directly to the State.

Section Nine. An employee may input a disciplinary action directly to the State. If an employee identifies the employee who
caused the disciplinary action and the employee who is the supervisor of the employee who caused the disciplinary action,
the employee shall be advised that he or she may appeal the disciplinary action directly to the State.

The paid leave under this section may be granted for the purpose of the paid leave purposes. This leaves shall not be used
for the purpose of the paid leave purposes.

Protective Services/CIT Police & Fire Union Contract No. 8-5

infringement, including results in unavailability or in the unauthorized use of computer resources without the authority
of the computer system administrator. The above sentence shall not be construed to limit the authority of the computer
resources without the authority of the computer system administrator. The above sentence shall not be construed to limit the
authority of the computer system administrator. The above sentence shall not be construed to limit the authority of the computer
system administrator. The above sentence shall not be construed to limit the authority of the computer system administrator.

In the event that the employee is found guilty of violation of the policy without prior notice, the disciplinary action shall
be deemed to have ended and the employee shall be paid.

To the extent practicable, the investigator or discipline of employees shall be conducted in such a manner as to minimize
the impact of the disciplinary action on the employee’s work performance and the employee’s personal life.

For purposes of this section, "waived" means that the disciplinary action shall be "waived" for the disciplinary purposes. An
employee may input a disciplinary action directly to the State. If an employee identifies the employee who caused the
disciplinary action and the employee who is the supervisor of the employee who caused the disciplinary action, the employee
shall be advised that he or she may appeal the disciplinary action directly to the State.

Chapter 18: Health and Safety

The provisions of this section shall not be interpreted to prevent a supervisor from questioning an employee at the work-
place.

The provisions of this section shall not be interpreted to prevent a supervisor from questioning an employee at the work-
place.

The provisions of this section shall not be interpreted to prevent a supervisor from questioning an employee at the work-
place.
8.4 Suspension

A President may suspend an employee without pay if the employee consistently fails to perform his or her duties or other governing investigation of conduct for which discipline may be appropriate.

A President may suspend an employee without pay for cause as specified in section 8.3. In any given office, the suspended employee shall have the right to know and respond to the reasons for suspension without pay prior to the imposition of the penalty.

8.5 Appeals of Discipline (not applicable to those non-terminated based on 8.2)

The discipline on employee (par 8.2) following steps shall be followed.

A. Before any disciplinary action is taken, the following steps shall be taken with the employee and the designee of the employee to discuss the situation. The employee shall have an opportunity to present relevant information.

B. The President shall impose a formal notice of proposed discipline at least two business days before the employee can be fired, unless a specific law requires otherwise.

C. The President or the President's designee shall have the right to hear the employee's side of the story.

D. The President or the President's designee shall then review the evidence and determine if the employee committed the act.

E. The President shall then issue a final decision.

F. If the employee is not terminated, the employee shall be advised of their right to appeal the decision.

Crimes Data

The crime data is displayed in a format that indicates which is required by the Department of Education and may differ from data reported under federal or state laws. The Uniform Crime Reporting (UCR) Program allows the Department of Justice to compile information that is not reported under the UCR program. The data that is presented here includes all crimes reported to the CSU Police Office and campus security officials that occurred within all defined crime geographic areas. This includes the CSU Campus, residence halls, on-campus and campus property.

The definitions of reportable crimes are as follows.

Murder/Negligent manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent manslaughter: The killing of another person through gross negligence.

Sexual assault (rape, fondling, incest, statutory rape): Any sexual act against another person against the person's will or not having the consent of the person's will.

Stealing: The unlawful actors of taking property and possessing it.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or property by force or threat of force or violence.

Aggravated assault: Any unlawful act by a person upon another for the purpose of inflicting serious or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by more than one person.

Motor vehicle theft: The unlawful act of stealing a motor vehicle.

Non-violent crimes: All other crimes not categorized as violent.

For reporting purposes, the following crimes are included:

- Murder
- Non-negligent manslaughter
- Negligent manslaughter
- Sexual assault
- Aggravated assault
- Robbery
- Burglary
- Motor vehicle theft

The UCR program requires that the data be reported to the Department of Justice for statistical purposes.
### Hate Crime Offenses

Federal law also requires that all hate crimes in the monitored categories be reported. These offenses are further broken down by the nature of the bias, for example, race, gender, religion, sexual orientation, ethnicity, and disability.

<table>
<thead>
<tr>
<th>Bias</th>
<th>Number of Incidents</th>
<th>Crime Type</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender Identity</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Religion</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender Identity</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### Domestic Violence, Dating Violence and Stalking Offenses

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>GEOGRAPHIC LOCATION</th>
<th>GOVERNMENT</th>
<th>POLICE</th>
<th>DISCIPLINARY</th>
<th>DISCIPLINARY</th>
<th>SCHOOL</th>
<th>SCHOOL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td></td>
<td>Ø</td>
<td>Ø</td>
<td>N/A</td>
<td>N/A</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1017</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1016</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1015</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>DATING VIOLENCE</td>
<td></td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1018</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1017</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1016</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>STALKING</td>
<td></td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1018</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1017</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
<tr>
<td>(2016 to 2018)</td>
<td>1016</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>Ø</td>
<td>Ø</td>
</tr>
</tbody>
</table>

* The student heading figure is a subset of the On-Campus total.
### Annual Fire Safety Report

<table>
<thead>
<tr>
<th>Year</th>
<th>Building</th>
<th>Status</th>
<th>Date of Fire</th>
<th>Number of Fire</th>
<th>Total Fire Calls</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>Student Life</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Living</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Learning</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Housing</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Health</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Arts</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Wellness</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Services</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Activities</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Student Athletics</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Campus Fire Safety

- Fire Prevention
- Fire Alarm Operations
- Fire Department Response
- Fire Safety Systems
- Emergency Evacuation Plan

This section includes:

Annual Fire Safety Report

CCSU Campus Report 2018
Character Requirements

The position of Police Patrolman requires the ability to work under stress, which may involve being confronted by violent or dangerous situations. The ability to make sound and reasonable judgments, use initiative, and maintain composure in the face of criticism or pressure is essential. The individual must have the ability to work as part of a team, follow instructions, and maintain the highest standards of conduct.

Special Requirements

- Be at least 18 years of age
- Meet state and departmental eligibility requirements
- Pass a medical examination
- Complete an authorized firearms training course
- Satisfactory moral character
- No criminal convictions

Minimum Qualifications

- High school diploma or equivalent
- Must have completed a approved police academy
- Have a valid driver’s license

General Experience

- Minimum of 2 years of experience in law enforcement
- Experience in crowd control, crowd management, and public relations

Ability Knowledge, Skill, and Performance

- Demonstrated ability to maintain control of situations
- Excellent communication and interpersonal skills
- Ability to work under pressure

Examples of Duties

- Respond to emergency calls
- Investigate crimes
- Patrol assigned area
- Prosecute violators

Position of Job Class

- Police Patrolman
- This position is within the Department of Administrative Services

Introduction

The Department of Administrative Services is responsible for the administration of the City of Denver. The department provides support and services to various city agencies, including the Police Department.

Salary Range: $55,000 - $100,000

Location: Denver, CO

Contact: Department of Administrative Services

Police Sergeant
**DEPARTMENT OF ADMINISTRATIVE SERVICES**  
**FISCAL YEAR**  
**2019**  
**SUPPLIER DIVERSITY PROGRAM**  
**Back-Up Sheets require Totals for each MBE Category**  

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

<table>
<thead>
<tr>
<th>Fiscal Year Quarter</th>
<th>Fiscal Year Period:</th>
<th>7/1-9/30/18</th>
</tr>
</thead>
</table>

**Agency Name:** Central Connecticut State University  
**Prepared by:** Thomas J Brodeur  
**Tel. #:** 800-832-2531  
**E-mail:** brodeur@ccsu.edu

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET  
$240,896,011.00

2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS  
$1,394,252.00

3) 25% of line #2 Total - Set Aside - Small/Minority Business Enterprises (Combined)  
$348,563.00

4) 25% of line #2 Total - Set Aside - Minority Business Enterprises only  
$87,140.75

<table>
<thead>
<tr>
<th>QUARTER</th>
<th>Number</th>
<th>YEAR TO DATE</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTALS ($)</td>
<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
</tr>
</tbody>
</table>

5) Total Agency FY Expenditures for Purchases and Contracts  
$8,646,638.30  
791

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors, Combined TOTALS OF SBE AND MBE EXPENDITURES  
$1,176,484.86  
121

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
**PLEASE CATEGORIZED:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount ($)</th>
<th>Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian (N)</td>
<td>$3,444.23</td>
<td>1</td>
</tr>
<tr>
<td>Black (B)</td>
<td>$3,444.23</td>
<td>1</td>
</tr>
<tr>
<td>Hispanic (H)</td>
<td>$5,864.48</td>
<td>3</td>
</tr>
<tr>
<td>Disabled American Indian (DI)</td>
<td>$5,864.48</td>
<td>3</td>
</tr>
<tr>
<td>Disabled Asian American (DA)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Black American (DB)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Hispanic American (DH)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Iberian Peninsula American (DI)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman (W)</td>
<td>$205,413.63</td>
<td>25</td>
</tr>
<tr>
<td>Woman American Indian (NW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman Asian (AW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman Black (BW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman Disabled (DW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman Hispanic (HW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Woman Iberian Peninsula (IW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled American Indian Woman (DNW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Asian American Woman (DAW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Black American Woman (DBW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Hispanic American Woman (DHW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Disabled Iberian Peninsula American Woman (DIW)</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>WBE TOTAL (Lines L - W)</td>
<td>$205,413.63</td>
<td></td>
</tr>
<tr>
<td>MBE TOTAL (Lines A - W)</td>
<td>$214,722.34</td>
<td></td>
</tr>
</tbody>
</table>

Page - 1 (Summary)
**CERTIFIED VENDORS ONLY**

<table>
<thead>
<tr>
<th>(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</th>
<th>(B) State Contract # OR P.O. #</th>
<th>(C) DAS Certified SBE/MBE AMOUNT</th>
<th>(D) MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
<td>$14,472.62</td>
<td>SBE</td>
</tr>
<tr>
<td>Advanced Power Services</td>
<td>various</td>
<td>$4,121.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Allied Sanitation</td>
<td>various</td>
<td>$36,577.72</td>
<td>SBE</td>
</tr>
<tr>
<td>Amenta Emma Architects</td>
<td>various</td>
<td>$16,000.00</td>
<td>SBE</td>
</tr>
<tr>
<td>ATM Restoration</td>
<td>various</td>
<td>$1,316.36</td>
<td>SBE</td>
</tr>
<tr>
<td>Ballistic Printers</td>
<td>various</td>
<td>$1,105.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$30,563.80</td>
<td>SBE</td>
</tr>
<tr>
<td>Billing Gymnastics</td>
<td>various</td>
<td>$11,167.48</td>
<td>SBE</td>
</tr>
<tr>
<td>Carey Wiper &amp; Supply</td>
<td>various</td>
<td>$682.46</td>
<td>SBE</td>
</tr>
<tr>
<td>Connecticut Community Providers Assn</td>
<td>various</td>
<td>$53,833.43</td>
<td>SBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$88,637.97</td>
<td>SBE</td>
</tr>
<tr>
<td>Eagle Fence &amp; Guardrail</td>
<td>various</td>
<td>$4,774.49</td>
<td>SBE</td>
</tr>
<tr>
<td>East Side Car Clinic &amp; Welding</td>
<td>various</td>
<td>$35,740.12</td>
<td>SBE</td>
</tr>
<tr>
<td>Executive Landscaping</td>
<td>various</td>
<td>$18,882.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Flowers Landscape</td>
<td>various</td>
<td>$9,905.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Guardian Pest</td>
<td>various</td>
<td>$1,470.00</td>
<td>SBE</td>
</tr>
<tr>
<td>HRW Associates/Sanditz</td>
<td>various</td>
<td>$92,347.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Independent Elevator</td>
<td>various</td>
<td>$63,809.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Insaco</td>
<td>various</td>
<td>$165,199.68</td>
<td>SBE</td>
</tr>
<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
<td>$12,844.49</td>
<td>SBE</td>
</tr>
<tr>
<td>Lighting Services</td>
<td>various</td>
<td>$7,707.70</td>
<td>SBE</td>
</tr>
<tr>
<td>Martin Laviero Contractor</td>
<td>various</td>
<td>$3,848.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Mercury Security</td>
<td>various</td>
<td>$21,527.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Northeastern Communications</td>
<td>various</td>
<td>$2,044.26</td>
<td>SBE</td>
</tr>
<tr>
<td>Royal &amp; Sons Fire Equipment</td>
<td>various</td>
<td>$400.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Service Station Equipment</td>
<td>various</td>
<td>$3,504.66</td>
<td>SBE</td>
</tr>
<tr>
<td>Security Uniforms</td>
<td>various</td>
<td>$2,004.10</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro</td>
<td>various</td>
<td>$44,125.56</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$139,176.41</td>
<td>SBE</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$60,463.48</td>
<td>SBE</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
<td>$17,894.71</td>
<td>SBE</td>
</tr>
<tr>
<td>Tull Brothers</td>
<td>various</td>
<td>$3,867.59</td>
<td>SBE</td>
</tr>
<tr>
<td>Victor Advertising</td>
<td>various</td>
<td>$12,773.28</td>
<td>SBE</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$561,762.37</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caruso Electric</td>
<td>various</td>
<td>$9,252.49</td>
<td>W</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$110,906.12</td>
<td>W</td>
</tr>
<tr>
<td>Connecticut Advertising</td>
<td>various</td>
<td>$3,253.10</td>
<td>W</td>
</tr>
<tr>
<td>Darter Specialties</td>
<td>various</td>
<td>$1,718.00</td>
<td>W</td>
</tr>
<tr>
<td>Electronic Security &amp; Control Systems</td>
<td>various</td>
<td>$15,391.00</td>
<td>W</td>
</tr>
<tr>
<td>Fire Equipment Headquarters</td>
<td>various</td>
<td>$2,646.00</td>
<td>W</td>
</tr>
<tr>
<td>Hartford Toner</td>
<td>various</td>
<td>$618.00</td>
<td>W</td>
</tr>
<tr>
<td>Infoshred</td>
<td>various</td>
<td>$489.00</td>
<td>W</td>
</tr>
<tr>
<td>Lexington Group</td>
<td>various</td>
<td>$10,375.20</td>
<td>W</td>
</tr>
<tr>
<td>R &amp; C Electric</td>
<td>various</td>
<td>$48,071.60</td>
<td>W</td>
</tr>
<tr>
<td>Ryan Business Systems</td>
<td>various</td>
<td>$2,367.52</td>
<td>W</td>
</tr>
<tr>
<td>Sir Speedy New Britain</td>
<td>various</td>
<td>$326.60</td>
<td>W</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$205,413.63</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C &amp; C Janitorial</td>
<td>various</td>
<td>$5,864.46</td>
<td>I</td>
</tr>
<tr>
<td>Environmental Services Inc</td>
<td>various</td>
<td>$3,444.23</td>
<td>B</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,176,484.86</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**DEPARTMENT OF ADMINISTRATIVE SERVICES**  
**FISCAL YEAR**  
**SUPPLIER DIVERSITY PROGRAM**  
**SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**  
**ENTER THIS QTR**  
**Agency Name:** Central Connecticut State University  
**Prepared by:** Thomas J Brodeur  
**Agency Number:** 7802  
**E-mail:** brodeur@ccsu.edu  
**Address:**  
**Tel. #:** 860-832-2531  
 **Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHM III 25 SHERIDAN ST, New Britain, CT 06051**

1. TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET  
   - Page 1 (Summary Page) From The Annual Goals Calculations Report  
   - TOTAL: $240,896,011.00

2. Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS  
   - 25% of line #2 Total - Set Aside - Small/Minority Business Enterprises (Combined): $340,563.00

3. 25% of line #3 Total- Set Aside - Minority Business Enterprises only: $87,140.75

<table>
<thead>
<tr>
<th>QUARTER</th>
<th>NUMBER</th>
<th>YEAR TO DATE</th>
<th>NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTALS ($)</td>
<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
</tr>
<tr>
<td>5) Total Agency FY Expenditures for Purchases and Contracts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$8,616,675.13</td>
<td>581</td>
<td>$17,263,514.43</td>
<td>1,372</td>
</tr>
<tr>
<td>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors, Combined TOTALS OF SBE AND MBE EXPENDITURES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1,501,081.26</td>
<td>119</td>
<td>$2,677,566.12</td>
<td>240</td>
</tr>
</tbody>
</table>

7. Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
   **PLEASE CATEGORIZE:**
   - A) American Indian (N)
   - B) Asian (A)
   - C) Black (B)
   - D) Disabled Individual (D)
   - E) Hispanic (H)
   - F) Iberian Peninsula (I)
   - G) Disabled American Indian (DN)
   - H) Disabled Asian American (DA)
   - I) Disabled Black American (DB)
   - J) Disabled Hispanic American (DH)
   - K) Disabled Iberian Peninsula American (DI)
   - L) Woman (W)
   - M) Woman American Indian (NW)
   - N) Woman Asian (AW)
   - O) Woman Black (BW)
   - P) Woman Disabled (DW)
   - Q) Woman Hispanic (HW)
   - R) Woman Iberian Peninsula (IW)
   - S) Disabled American Indian Woman (DNW)
   - T) Disabled Asian American Woman (DAW)
   - U) Disabled Black American Woman (DBW)
   - V) Disabled Hispanic American Woman (DHW)
   - W) Disabled Iberian Peninsula American Woman (DIW)

<p>| MBE TOTAL (Lines L - W) | 506,833.26 | 712,046.89 |
| MBE TOTAL (Lines A - W) | 571,762.44 | 786,484.78 |</p>
<table>
<thead>
<tr>
<th>(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</th>
<th>(B) State Contract # OR P.O. #</th>
<th>(C) DAS Certified SBE/MBE Category</th>
<th>(D) MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
<td>$3,666.75</td>
<td>SBE</td>
</tr>
<tr>
<td>Allied Sanitation</td>
<td>various</td>
<td>$72,449.76</td>
<td>SBE</td>
</tr>
<tr>
<td>ATM Restoration</td>
<td>various</td>
<td>$9,185.10</td>
<td>SBE</td>
</tr>
<tr>
<td>Barile Printers</td>
<td>various</td>
<td>$7,000.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$54,218.25</td>
<td>SBE</td>
</tr>
<tr>
<td>Billing Gymnastics</td>
<td>various</td>
<td>$32,728.89</td>
<td>SBE</td>
</tr>
<tr>
<td>CT Community Non-Profit Alliance/CCPA</td>
<td>various</td>
<td>$91,220.94</td>
<td>SBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$7,178.12</td>
<td>SBE</td>
</tr>
<tr>
<td>East Sides Car Clinic &amp; Welding</td>
<td>various</td>
<td>$1,845.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Executive Landscaping</td>
<td>various</td>
<td>$66,185.52</td>
<td>SBE</td>
</tr>
<tr>
<td>Flowers Landscape</td>
<td>various</td>
<td>$11,491.86</td>
<td>SBE</td>
</tr>
<tr>
<td>Guardian Post</td>
<td>various</td>
<td>$2,160.00</td>
<td>SBE</td>
</tr>
<tr>
<td>HRW Associates/Sanditz</td>
<td>various</td>
<td>$36,501.10</td>
<td>SBE</td>
</tr>
<tr>
<td>Independent Elevator</td>
<td>various</td>
<td>$73,645.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Insalco</td>
<td>various</td>
<td>$2,722.57</td>
<td>SBE</td>
</tr>
<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
<td>$17,529.26</td>
<td>SBE</td>
</tr>
<tr>
<td>Lighting Services</td>
<td>various</td>
<td>$44,571.84</td>
<td>SBE</td>
</tr>
<tr>
<td>Martin Laviero Contractor</td>
<td>various</td>
<td>$36,005.83</td>
<td>SBE</td>
</tr>
<tr>
<td>Mercury Security</td>
<td>various</td>
<td>$42,039.85</td>
<td>SBE</td>
</tr>
<tr>
<td>Ro-Brand Products</td>
<td>various</td>
<td>$657.64</td>
<td>SBE</td>
</tr>
<tr>
<td>Service Station Equipment</td>
<td>various</td>
<td>$665.10</td>
<td>SBE</td>
</tr>
<tr>
<td>Security Uniforms</td>
<td>various</td>
<td>$3,081.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro</td>
<td>various</td>
<td>$60,930.20</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$184,728.59</td>
<td>SBE</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$24,326.36</td>
<td>SBE</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
<td>$19,765.99</td>
<td>SBE</td>
</tr>
<tr>
<td>Tull Brothers</td>
<td>various</td>
<td>$11,083.87</td>
<td>SBE</td>
</tr>
<tr>
<td>Victor Advertising</td>
<td>various</td>
<td>$11,615.43</td>
<td>SBE</td>
</tr>
<tr>
<td>Subtotal</td>
<td>$929,318.82</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caruso Electric</td>
<td>various</td>
<td>$5,501.57</td>
<td>W</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$380,057.18</td>
<td>W</td>
</tr>
<tr>
<td>Connecticut Advertising</td>
<td>various</td>
<td>$2,385.49</td>
<td>W</td>
</tr>
<tr>
<td>D &amp; D Enterprises</td>
<td>various</td>
<td>$37,157.00</td>
<td>W</td>
</tr>
<tr>
<td>Darter Specialties</td>
<td>various</td>
<td>$5,441.00</td>
<td>W</td>
</tr>
<tr>
<td>Electronic Security &amp; Control Systems</td>
<td>various</td>
<td>$7,826.32</td>
<td>W</td>
</tr>
<tr>
<td>Fire Equipment Headquarters</td>
<td>various</td>
<td>$2,681.00</td>
<td>W</td>
</tr>
<tr>
<td>Ford &amp; Ulrich</td>
<td>various</td>
<td>$333.00</td>
<td>W</td>
</tr>
<tr>
<td>Hartford Lumber</td>
<td>various</td>
<td>$1,239.54</td>
<td>W</td>
</tr>
<tr>
<td>Infoshed</td>
<td>various</td>
<td>$476.74</td>
<td>W</td>
</tr>
<tr>
<td>John W Gross</td>
<td>various</td>
<td>$3,412.72</td>
<td>W</td>
</tr>
<tr>
<td>Lexington Group</td>
<td>various</td>
<td>$5,187.60</td>
<td>W</td>
</tr>
<tr>
<td>R &amp; C Electric</td>
<td>various</td>
<td>$55,865.21</td>
<td>W</td>
</tr>
<tr>
<td>Ryan Business Systems</td>
<td>various</td>
<td>$1,609.82</td>
<td>W</td>
</tr>
<tr>
<td>Sir Speedy New Britain</td>
<td>various</td>
<td>$1,649.27</td>
<td>W</td>
</tr>
<tr>
<td>Subtotal</td>
<td>$506,633.26</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C &amp; C Janitorial</td>
<td>various</td>
<td>$46,615.60</td>
<td>I</td>
</tr>
<tr>
<td>SAI Systems International</td>
<td>various</td>
<td>$8,729.00</td>
<td>A</td>
</tr>
<tr>
<td>Hallmark Totaltech</td>
<td>various</td>
<td>$6,436.58</td>
<td>D</td>
</tr>
<tr>
<td>Environmental Services Inc</td>
<td>various</td>
<td>$3,348.00</td>
<td>B</td>
</tr>
</tbody>
</table>

| TOTAL | $1,501,081.26 | | |
### Small/Minority Business Enterprise Quarterly Report

**Fiscal Year Quarter:** 3rd Quarter  
**Fiscal Year Period:** 1/1/19-3/31/2019

**Agency Name:** Central Connecticut State University  
**Prepared by:** Thomas J Brodeur  
**Tel. #:** 860-832-2531  
**E-mail:** brodeur@ccsu.edu

1. **Total Funds Available (All Sources) from Your Adopted Budget**  
   *Page 1 (Summary Page) From The Annual Goals Calculations Report*  
   $240,896,011.00

2. **Amount Available for Small/Minority Business Program**  
   *After DAS Approved Deductions/Exemptions*  
   $1,394,252.00

3. **25% of line #2 Total - Set Aside - Small/Minority Business Enterprises (Combined)**  
   $348,563.00

4. **25% of line #3 Total - Set Aside - Minority Business Enterprises Only**  
   $87,140.75

#### Quarterly Expenditures

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Number</th>
<th>Year to Date</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTALS ($)</strong></td>
<td><strong>Contracts</strong></td>
<td><strong>TOTALS ($)</strong></td>
<td><strong>Contracts</strong></td>
</tr>
<tr>
<td>5. Total Agency FY Expenditures for Purchases and Contracts</td>
<td>$9,312,029.71</td>
<td>276</td>
<td>$26,575,544.14</td>
</tr>
</tbody>
</table>

7. **Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.**

   - **A.** American Indian (NI)
   - **B.** Asian (A)
   - **C.** Black (B)
   - **D.** Disabled Individual (DI)
   - **E.** Hispanic (H)
   - **F.** Iberian Peninsula (IP)
   - **G.** Disabled American Indian (DAI)
   - **H.** Disabled Asian (DA)
   - **I.** Disabled Black American (DBA)
   - **J.** Disabled Hispanic American (DAH)
   - **K.** Disabled Iberian Peninsula American (DIPA)
   - **L.** Woman (W)
   - **M.** Woman American Indian (WAI)
   - **N.** Woman Asian (AW)
   - **O.** Woman Black (WB)
   - **P.** Woman Disabled (WD)
   - **Q.** Woman Hispanic (WH)
   - **R.** Woman Iberian Peninsula (WI)
   - **S.** Disabled American Indian Woman (DAIW)
   - **T.** Disabled Asian Woman (DAW)
   - **U.** Disabled Black American Woman (DBAW)
   - **V.** Disabled Hispanic American Woman (DAHW)
   - **W.** Disabled Iberian Peninsula American Woman (DIW)

   **DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)** $3,192.75 $9,529.33
   **WBE TOTAL (Lines L - W)** $651,873.99 $1,363,920.87
   **MBE TOTAL (Lines A - W)** $799,489.08 $1,585,973.86

---

Page - 1 (Summary)
### Certified Vendors Only

<table>
<thead>
<tr>
<th>Small Business Enterprise (SBE) or Minority Business Enterprise (MBE) Vendor Name</th>
<th>State Contract # or P.O. #</th>
<th>DAS Certified SBE/MBE Category</th>
<th>MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Power Services</td>
<td>various</td>
<td>$1,754.40</td>
<td>SBE</td>
</tr>
<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
<td>$4,868.25</td>
<td>SBE</td>
</tr>
<tr>
<td>Allied Sanitation</td>
<td>various</td>
<td>$48,454.07</td>
<td>SBE</td>
</tr>
<tr>
<td>ATM Restoration</td>
<td>various</td>
<td>$10,724.17</td>
<td>SBE</td>
</tr>
<tr>
<td>Baile Printers</td>
<td>various</td>
<td>$3,314.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$42,841.47</td>
<td>SBE</td>
</tr>
<tr>
<td>Billing Gymnastics</td>
<td>various</td>
<td>$49,063.92</td>
<td>SBE</td>
</tr>
<tr>
<td>Carey Wiper &amp; Supply</td>
<td>various</td>
<td>$142.80</td>
<td>SBE</td>
</tr>
<tr>
<td>Chase Glass Company</td>
<td>various</td>
<td>$1,300.00</td>
<td>SBE</td>
</tr>
<tr>
<td>CT Community Non-Profit Alliance/CCPA</td>
<td>various</td>
<td>$81,061.63</td>
<td>SBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$16,199.80</td>
<td>SBE</td>
</tr>
<tr>
<td>DRVN Enterprises</td>
<td>various</td>
<td>$37,542.13</td>
<td>SBE</td>
</tr>
<tr>
<td>Eagle Fence and Guardrail</td>
<td>various</td>
<td>$3,450.00</td>
<td>SBE</td>
</tr>
<tr>
<td>East Side Car Clinic &amp; Welding</td>
<td>various</td>
<td>$580.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Executive Landscaping</td>
<td>various</td>
<td>$158,918.76</td>
<td>SBE</td>
</tr>
<tr>
<td>Guardian Pest</td>
<td>various</td>
<td>$1,530.00</td>
<td>SBE</td>
</tr>
<tr>
<td>HRW Associated/Sandit</td>
<td>various</td>
<td>$8,300.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Independent Elevator</td>
<td>various</td>
<td>$34,037.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Insalco</td>
<td>various</td>
<td>$2,710.54</td>
<td>SBE</td>
</tr>
<tr>
<td>John Boyle</td>
<td>various</td>
<td>$99.80</td>
<td>SBE</td>
</tr>
<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
<td>$11,983.39</td>
<td>SBE</td>
</tr>
<tr>
<td>Lighting Services</td>
<td>various</td>
<td>$4,762.92</td>
<td>SBE</td>
</tr>
<tr>
<td>Martín Levenson Contractor</td>
<td>various</td>
<td>$28,698.10</td>
<td>SBE</td>
</tr>
<tr>
<td>Mercury Security</td>
<td>various</td>
<td>$11,503.57</td>
<td>SBE</td>
</tr>
<tr>
<td>Ro-Brand Products</td>
<td>various</td>
<td>$624.93</td>
<td>SBE</td>
</tr>
<tr>
<td>Service Station Equipment</td>
<td>various</td>
<td>$1,212.33</td>
<td>SBE</td>
</tr>
<tr>
<td>Security Uniforms</td>
<td>various</td>
<td>$2,194.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro</td>
<td>various</td>
<td>$103,712.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Suburban Stationers Inc</td>
<td>various</td>
<td>$210.23</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$297,931.66</td>
<td>SBE</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$40,599.25</td>
<td>SBE</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
<td>$120,053.86</td>
<td>SBE</td>
</tr>
<tr>
<td>Tull Brothers</td>
<td>various</td>
<td>$1,271.15</td>
<td>SBE</td>
</tr>
<tr>
<td>Victor Advertising</td>
<td>various</td>
<td>$12,652.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Yac Industries</td>
<td>various</td>
<td>$1,051.60</td>
<td>SBE</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$1,205,502.24</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Central Mechanical Services | various | $448,062.61 | W |
| Dart S Technologies | various | $6,769.70 | W |
| Electronic Security & Control Systems | various | $3,578.02 | W |
| Fire Equipment Headquarters | various | $14,278.00 | W |
| Ford & Ulrich | various | $9,999.00 | W |
| Hartford Toner | various | $2,844.00 | W |
| Infoshred | various | $899.00 | W |
| John W Gross | various | $4,164.24 | W |
| Lexington Group | various | $5,187.60 | W |
| R & C Electric | various | $154,469.70 | W |
| Ryan Business Systems | various | $1,022.11 | W |
| **Subtotal** | **$651,873.98** | | |

| C & C Janitorial | various | $126,694.61 | I |
| SAI Systems International | various | $7,486.00 | A |
| Hallmark Totaltech | various | $3,192.75 | D |
| Environmental Services Inc | various | $11,241.74 | B |

| **Subtotal** | **$2,004,591.32** | | |
### SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

**Fiscal Year Quarter:** 4th

**Fiscal Year Period:** 4/1-6/30/19

**Prepared by:**
- Central Connecticut State University
- Thomas J Brodeur
- brodeur@ccsu.edu

**Tel. #:** 660-832-2531

**QUARTERLY TOTALS**

<table>
<thead>
<tr>
<th>QUARTER</th>
<th>Number</th>
<th>YEAR TO DATE</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTALS ($)</td>
<td>Contracts</td>
<td>TOTALS ($)</td>
</tr>
<tr>
<td>5) Total Agency FY Expenditures for Purchases and Contracts</td>
<td>$8,896,765.98</td>
<td>462</td>
<td>$35,472,310.12</td>
</tr>
<tr>
<td>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors, Combined TOTALS OF SBE AND MBE EXPENDITURES</td>
<td>$2,172,588.99</td>
<td>140</td>
<td>$6,855,146.43</td>
</tr>
</tbody>
</table>

**Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.**

**PLEASE CATEGORIZE:**

- A) American Indian (N)
- B) Asian (A)
- C) Black (B)
- D) Disabled Individual (D)
- E) Hispanic (H)
- F) Iberian Peninsula (I)
- G) Disabled American Indian (DN)
- H) Disabled Asian American (DA)
- I) Disabled Black American (DB)
- J) Disabled Hispanic American (DH)
- K) Disabled Iberian Peninsula American (DI)
- L) Woman (W)
- M) Woman American Indian (NW)
- N) Woman Asian (AW)
- O) Woman Black (BW)
- P) Woman Disabled (DW)
- Q) Woman Hispanic (HW)
- R) Woman Iberian Peninsula (IW)
- S) Disabled American Indian Woman (DNW)
- T) Disabled Asian American Woman (DAW)
- U) Disabled Black American Woman (DBW)
- V) Disabled Hispanic American Woman (DHW)
- W) Disabled Iberian Peninsula American Woman (DIW)

**DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W) | $2,226,26 | $11,854.89**

**WBE TOTAL (Lines L - W) | $463,718.27 | $1,027,639.14**

**MBE TOTAL (Lines A - W) | $481,614.00 | $2,067,587.86**

---

Page 1 (Summary)
<table>
<thead>
<tr>
<th>Agency Name:</th>
<th>Central Connecticut State University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report Prepared by:</td>
<td>Thomas J Brodeur</td>
</tr>
<tr>
<td>Agency Number:</td>
<td>7802</td>
</tr>
<tr>
<td><strong>CERTIFIED VENDORS ONLY</strong></td>
<td></td>
</tr>
<tr>
<td><strong>(A)</strong> Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</td>
<td><strong>(B)</strong> State Contract # OR P.O. #</td>
</tr>
<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
</tr>
<tr>
<td>Allied Sanitation</td>
<td>various</td>
</tr>
<tr>
<td>ATM Restoration</td>
<td>various</td>
</tr>
<tr>
<td>Ball Printers</td>
<td>various</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
</tr>
<tr>
<td>Billing Gymnastics</td>
<td>various</td>
</tr>
<tr>
<td>Carey Wiper &amp; Supply</td>
<td>various</td>
</tr>
<tr>
<td>CT Community Non-Profit Alliance/CCPA</td>
<td>various</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
</tr>
<tr>
<td>East Side Car Clinic &amp; Welding</td>
<td>various</td>
</tr>
<tr>
<td>Executive Landscaping</td>
<td>various</td>
</tr>
<tr>
<td>Flowers Landscape</td>
<td>various</td>
</tr>
<tr>
<td>Guardian Pest Control</td>
<td>various</td>
</tr>
<tr>
<td>Independent Elevator</td>
<td>various</td>
</tr>
<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
</tr>
<tr>
<td>Lighting Services</td>
<td>various</td>
</tr>
<tr>
<td>Martin Laviero Contractor</td>
<td>various</td>
</tr>
<tr>
<td>Mercury Security</td>
<td>various</td>
</tr>
<tr>
<td>Ro-Brand Products</td>
<td>various</td>
</tr>
<tr>
<td>Security Uniforms</td>
<td>various</td>
</tr>
<tr>
<td>Service Station Equipment</td>
<td>various</td>
</tr>
<tr>
<td>Sign Pro</td>
<td>various</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
</tr>
<tr>
<td>Transfer Enterprises</td>
<td>various</td>
</tr>
<tr>
<td>Tull Brothers</td>
<td>various</td>
</tr>
<tr>
<td>Victor Advertising</td>
<td>various</td>
</tr>
<tr>
<td>Yac Industries</td>
<td>various</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$1,690,974.99</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
</tr>
<tr>
<td>D &amp; D Enterprises</td>
<td>various</td>
</tr>
<tr>
<td>Darter Specialties</td>
<td>various</td>
</tr>
<tr>
<td>Electronic Security &amp; Control Systems</td>
<td>various</td>
</tr>
<tr>
<td>Fire Equipment Headquarters</td>
<td>various</td>
</tr>
<tr>
<td>Ford &amp; Ulrich</td>
<td>various</td>
</tr>
<tr>
<td>Hartford Lumber</td>
<td>various</td>
</tr>
<tr>
<td>Hartford Toner</td>
<td>various</td>
</tr>
<tr>
<td>Infoshed</td>
<td>various</td>
</tr>
<tr>
<td>John W Gross</td>
<td>various</td>
</tr>
<tr>
<td>R &amp; C Electric</td>
<td>various</td>
</tr>
<tr>
<td>Ryan Business Systems</td>
<td>various</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$463,718.27</td>
</tr>
<tr>
<td>C &amp; C Janitorial</td>
<td>various</td>
</tr>
<tr>
<td>SAI Systems International</td>
<td>various</td>
</tr>
<tr>
<td>Hallmark Totaltech</td>
<td>various</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,172,588.99</td>
</tr>
</tbody>
</table>
Department of Administrative Services  
Fiscal Year 2020  
Supplier Diversity Program  
Back-Up Sheets require Totals for each MBE Category

Small/Minority Business Enterprise Quarterly Report  
Fiscal Year Quarter: 1st  
Fiscal Year Period: 7/1-9/30/19

Enter:  
This:  
QTR:  

Agency Name: Central Connecticut State University  
Agency Number: 7902  
Prepared by: Thomas J Brodeur  
E-mail: brodeur@ CCSU.EDU 
Address:  
Tel. #: 860-832-2531  
Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to 208/2/F5 3300 WYNY ST. Hartland CT 06048

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET  
Page 1 (Summary Page) From The Annual Goals Calculations Report  
$262,284,725.00

2) Amount Available for Small/Minority Business Program  
after DAS APPROVED DEDUCTIONS/EXEMPTIONS  
$2,396,511.00

3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)  
$599,127.75

4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only  
$149,781.94

<table>
<thead>
<tr>
<th>QUARTER</th>
<th>Number</th>
<th>YEAR TO DATE</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTALS ($)</td>
<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
</tr>
<tr>
<td>5) Total Agency FY Expenditures for Purchases and Contracts</td>
<td>$7,902,310.20</td>
<td>636</td>
<td>$7,902,310.20</td>
</tr>
</tbody>
</table>
| 6) Total Agency FY Expenditures for Purchases and Contracts  
from Small and Minority Contractors.  
Combined TOTALS OF SBE AND MBE EXPENDITURES | $990,301.50 | 103 | $990,301.50 | 103 |

7) Total Agency FY Expenditures for Purchases and Contracts  
from Minority Business Enterprises (MBE) only.  

A) American Indian (N)  
B) Asian (A)  
C) Black (B)  
D) Disabled Individual (D)  
$3,762.50 | 1 | $3,762.50 | 1 |
E) Hispanic (H)  
F) Iberian Peninsula (I)  
$882.17 | 1 | $882.17 | 1 |
G) Disabled American Indian (DN)  
H) Disabled Asian American (DA)  
I) Disabled Black American (DB)  
J) Disabled Hispanic American (DH)  
K) Disabled Iberian Peninsula American (DI)  
L) Woman (W)  
$396,442.47 | 26 | $396,442.47 | 26 |
M) Woman American Indian (NW)  
N) Woman Asian (AW)  
O) Woman Black (BW)  
P) Woman Disabled (DW)  
Q) Woman Hispanic (HW)  
R) Woman Iberian Peninsula (IW)  
S) Disabled American Indian Woman (DNW)  
T) Disabled Asian American Woman (DAW)  
U) Disabled Black American Woman (DBW)  
V) Disabled Hispanic American Woman (DHW)  
W) Disabled Iberian Peninsula American Woman (DIW)  

$3,762.50  
WBE TOTAL (Lines L, W)  
$396,442.47  
MBE TOTAL (Lines A - W)  
$401,087.14

Page - 1 (Summary)
<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>State Contract # OR P.O. #</th>
<th>DAS Certified SBE/MBE AMOUNT</th>
<th>MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
<td>$7,404.71</td>
<td>SBE</td>
</tr>
<tr>
<td>Advanced Power Services</td>
<td>various</td>
<td>$2,060.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Barile Printers</td>
<td>various</td>
<td>$5,519.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$44,847.91</td>
<td>SBE</td>
</tr>
<tr>
<td>Billing Gymnastics</td>
<td>various</td>
<td>$48,633.63</td>
<td>SBE</td>
</tr>
<tr>
<td>Carey Wiper &amp; Supply</td>
<td>various</td>
<td>$1,120.76</td>
<td>SBE</td>
</tr>
<tr>
<td>Chase Glass</td>
<td>various</td>
<td>$2,180.00</td>
<td>SBE</td>
</tr>
<tr>
<td>CT Community Non-Profit Alliance/CCPA</td>
<td>various</td>
<td>$59,002.85</td>
<td>SBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$31,367.60</td>
<td>SBE</td>
</tr>
<tr>
<td>East Side Car Clinic &amp; Welding</td>
<td>various</td>
<td>$2,010.98</td>
<td>SBE</td>
</tr>
<tr>
<td>Executive Landscaping</td>
<td>various</td>
<td>$1,507.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Guardian Pest Control</td>
<td>various</td>
<td>$62,867.04</td>
<td>SBE</td>
</tr>
<tr>
<td>HRW Associates</td>
<td>various</td>
<td>$39,676.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Independent Elevator</td>
<td>various</td>
<td>$7,357.78</td>
<td>SBE</td>
</tr>
<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
<td>$6,571.99</td>
<td>SBE</td>
</tr>
<tr>
<td>Lighting Services</td>
<td>various</td>
<td>$29,208.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Martin Laviere Contractor</td>
<td>various</td>
<td>$31,367.60</td>
<td>SBE</td>
</tr>
<tr>
<td>Mazzarella Builders</td>
<td>various</td>
<td>$9,400.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Mercury Security</td>
<td>various</td>
<td>$31,367.60</td>
<td>SBE</td>
</tr>
<tr>
<td>Ro-Brand Products</td>
<td>various</td>
<td>$538.57</td>
<td>SBE</td>
</tr>
<tr>
<td>Security Uniforms</td>
<td>various</td>
<td>$10,694.94</td>
<td>SBE</td>
</tr>
<tr>
<td>Service Station Equipment</td>
<td>various</td>
<td>$7,257.37</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro</td>
<td>various</td>
<td>$59,848.11</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$31,920.17</td>
<td>SBE</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$41,288.28</td>
<td>SBE</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
<td>$7,597.84</td>
<td>SBE</td>
</tr>
<tr>
<td>Transfer Enterprises</td>
<td>various</td>
<td>$11,085.22</td>
<td>SBE</td>
</tr>
<tr>
<td>Tull Brothers</td>
<td>various</td>
<td>$2,906.02</td>
<td>SBE</td>
</tr>
<tr>
<td>Victor Advertising</td>
<td>various</td>
<td>$9,852.41</td>
<td>SBE</td>
</tr>
<tr>
<td>Yac Industries</td>
<td>various</td>
<td>$1,306.00</td>
<td>SBE</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$569,214.35</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Action Careers</td>
<td>various</td>
<td>$1,580.40</td>
<td>W</td>
</tr>
<tr>
<td>Bamis Associates</td>
<td>various</td>
<td>$49,000.00</td>
<td>W</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$225,728.95</td>
<td>W</td>
</tr>
<tr>
<td>Connecticut Advertising</td>
<td>various</td>
<td>$4,827.02</td>
<td>W</td>
</tr>
<tr>
<td>D &amp; D Enterprises</td>
<td>various</td>
<td>$36,465.25</td>
<td>W</td>
</tr>
<tr>
<td>Darter Specialties</td>
<td>various</td>
<td>$150.00</td>
<td>W</td>
</tr>
<tr>
<td>Electronic Security &amp; Control Systems</td>
<td>various</td>
<td>$9,400.00</td>
<td>W</td>
</tr>
<tr>
<td>Fire Equipment Headquarters</td>
<td>various</td>
<td>$8,937.26</td>
<td>W</td>
</tr>
<tr>
<td>Hartford Business Supply</td>
<td>various</td>
<td>$39.50</td>
<td>W</td>
</tr>
<tr>
<td>Hartford Lumber</td>
<td>various</td>
<td>$2,687.64</td>
<td>W</td>
</tr>
<tr>
<td>Infosbled</td>
<td>various</td>
<td>$606.00</td>
<td>W</td>
</tr>
<tr>
<td>John W Gross</td>
<td>various</td>
<td>$3,804.16</td>
<td>W</td>
</tr>
<tr>
<td>Lexington Group</td>
<td>various</td>
<td>$10,375.20</td>
<td>W</td>
</tr>
<tr>
<td>R &amp; C Electric</td>
<td>various</td>
<td>$40,307.30</td>
<td>W</td>
</tr>
<tr>
<td>Ryan Business Systems</td>
<td>various</td>
<td>$804.04</td>
<td>W</td>
</tr>
<tr>
<td>Sir Speedy</td>
<td>various</td>
<td>$1,733.82</td>
<td>W</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$396,442.47</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C &amp; C Janitorial</td>
<td>various</td>
<td>$882.17</td>
<td>I</td>
</tr>
<tr>
<td>Hallmark Totaltech</td>
<td>various</td>
<td>$3,762.50</td>
<td>D</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$990,301.50</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
December 26, 2018

Mr. John DiSette, President
A & R Local 4100
865 Brook Street (Bldg 4)
Rocky Hill, CT 06067

Dear Mr. DiSette:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency’s Affirmative Action commitment. Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equality, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodrigues
Chief Diversity Officer/Title IX Coordinator

cc: President Toro
File
December 26, 2018

Mr. Dave Glidden, Executive Director
CSRA/SHU Local 2001
769 Capitol Avenue
Hartford, CT 06106

Dear Mr. Glidden:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency’s Affirmative Action commitment.

Please note we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Route 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Toro

December 26, 2018

Mr. Sal Liscano, Executive Director
AFSCME CT Council 4
44 East Main Street
New Britain, CT 06051

Dear Mr. Liscano:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency’s Affirmative Action commitment.

Please note we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Route 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Toro
December 26, 2018

Mr. Ron McLellan, President
Connecticut Employee Union Independent
P.O. Box 12269
Middletown, CT 06457

Dear Mr. McLellan,

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employers. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

[Signature]
Ross Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Toro

File

December 26, 2018

Ms. Elena Tepis, President
CSU-AAUP Office
Central Connecticut State University
Marcus White 316, 319 & 322
1615 Stanley Street
New Britain, CT 06050

Dear Ms. Tepis,

The State of Connecticut through all of its agencies is engaged in a rigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employers. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

[Signature]
Ross Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Toro

File
December 26, 2018

Ms. Gleen Teleskie, President
Connecticut Police & Fire Union
50 Columbus Blvd.
Hartford, CT 06106

Dear Ms. Teleskie:

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action program, which includes notifying unions of the Agency's Affirmative Action commitment.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity located at 1615 Stanley Street, Room 102, New Britain, CT, between the hours of 8:00 a.m. and 3:00 p.m., Monday through Friday. In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals.

Sincerely,

Rosas Rodriguez
Chief Diversity Officer/Title IX Coordinator

cc: President Tecco

File
INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications from State employees who meet the qualifications for this temporary position as a Secretary II. This position is located in the Office of Education and Professional Services and involves a variety of duties.

The employee is responsible for performing a full range of clerical duties in support of the Office of Education and Professional Services.

SELECTION PLAN

Applicants must include a written statement within their "Resume" tab as part of their application.

If selected, the position must be confirmed by the Office of Human Resources prior to the applicant's start date.

You must specify your qualifications on your application. If you have questions regarding this recruitment, please contact Human Resources at 860-209-3000.

https://www.jobscincloud.com/CT?app=publicview&sr=1&cl=50&isOpen=0&01092018

Job Opening: Secretary II - Department of Administrative Services

Job Openings

Date: 09/20/18

8. OFFICE MANAGEMENT: Ability to handle ad-hoc requests and assignments as assigned.

9. KNOWLEDGE, SKILL, AND ABILITY

- Knowledge of Microsoft Office suite, including Word, Excel, and Outlook.
- Ability to manage multiple tasks and projects simultaneously.
- Excellent communication skills, both written and oral.
- Ability to work independently and as part of a team.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

At least 2 years of related experience in a high-level office environment.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE

One (1) year of the General Experience must have been in a Secretary I or similar position.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training in related concepts or programs may be substituted for the General Experience at a rate of 6 months of experience for 1 year of education.

CONCLUSION

The State of Connecticut is an Affirmative Action/Equal Opportunity Employer and encourages applications from women, minorities, veterans and persons with disabilities.

https://www.jobscincloud.com/CT?app=publicview&sr=1&cl=50&isOpen=0&01092018

Job Opening: Secretary II - Department of Administrative Services

https://www.jobscincloud.com/CT?app=publicview&sr=1&cl=50&isOpen=0&01092018

Job Opening: Secretary II - Department of Administrative Services

PURPOSE OF JOB CLASS (NATURE OF WORK)

In this role, the applicant will be responsible for performing a wide range of administrative tasks, including the management of office procedures, documentation, and communication.

EXAMPLES OF DUTIES

- Maintain records for departments assigned
- Answer phone calls and provide information
- Prepare and distribute correspondence
- Maintain office supplies and equipment
- Assist with special projects as assigned
- Prepare reports and other documents
- Coordinate meetings and appointments
- Perform a variety of clerical duties

https://www.jobscincloud.com/CT?app=publicview&sr=1&cl=50&isOpen=0&01092018

Job Opening: Secretary II - Department of Administrative Services

https://www.jobscincloud.com/CT?app=publicview&sr=1&cl=50&isOpen=0&01092018

Job Opening: Secretary II - Department of Administrative Services
INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for a Telecommunications Dispatcher position. This full-time (40 hours per week) position is located in the CCSU Police Department. The incumbent is responsible for independently performing a full range of dispatcher duties serving as a communications link between the university, other public safety agencies and the public. The work schedule will include weekends, evenings, and holidays. The candidate must pass a thorough background investigation and a physical examination.

SELECTION PLAN

Should you have questions pertaining to this recruitment, please contact Mary Cavanaugh at mcavanaugh@ccu.edu, (860) 831-5868.

PURPOSE OF JOB CLASS (NATURE OF WORK)

At the Connecticut State System, Department of Mental Health and Addiction Services, Connecticut Valley Hospital and the University of Connecticut Health Center this class is accountable for providing a communications link between agency units and/or divisions, other public safety agencies and the public.

EXAMPLES OF DUTIES

Receives, transmits and relays police, fire, medical and other emergency information to and from appropriate personnel; provides appropriate dispatch responses to calls such as traffic accidents and injuries on state property and police, fire and medical emergencies; determines and evaluates emergency or non-emergency situations; prioritizes and takes appropriate action including interpolating and relaying information to affected personnel; operates communications equipment such as computer, radio, telephone and related communications equipment; operates computer-assisted dispatcher (CAD) system; National Crime Information Center (NCIC) and Connecticut On-Line Law Enforcement Communications Teleprocessing (COLLECT) system; and operates V.O.P.E.R. system to determine radio transmission capability; monitors various cameras and alarm systems within the agency; logs communications received during shift and maintains records for purpose of personnel identification; writes other agency on incidents of special concern; contacts and may coordinate with agency units within outside agencies such as police and public safety agencies; independently responds to calls from the general public and

KNOWLEDGE, SKILL AND ABILITY

Knowledge of and ability to operate and monitor communications equipment; knowledge of terminology and vocabulary used in radio communications; knowledge of and ability to interpret and apply state and federal laws, regulations and procedures relating to communications; interpersonal skills, computer keyboarding skills; ability to listen and communicate clearly, effectively and courteously. In emergency and non-emergency situations, ability to speak proper English and pronounced clearly; ability to function in noisy, crowded, emergency or non-emergency situations, under stress, ability to think and act quickly in emergency situations with judgment and discretion, ability to exercise discretion in handling confidential information, ability to follow oral and written instructions, ability to maintain records.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

One (1) year of experience in dispatching and operation of communication equipment.

PREFERRED QUALIFICATIONS

Preference will be given to those applicants who can effectively demonstrate the following in their submitted applications:

- Current and valid Telecommunicator Certification
- Training and certification in NCIC

SPECIAL REQUIREMENTS

1. Incumbents in this class may be required to work in a Telecommunications.

2. Incumbents in this class may be required to possess written within one (1) year of appointment and retain certification in NCIC and COLLECT system.

3. Incumbents in this class may be required to work a schedule that includes weekends, evenings and holidays.

CHARACTER REQUIREMENTS

In addition to the screening of references and tests stated in the application, a thorough background investigation of each candidate is required prior to appointment.

PHYSICAL REQUIREMENTS

A physical examination may be required by the appointing authority. Applicants for this class must possess normal hearing and vision.

WORKING CONDITIONS

Incumbents in this class may be required to work in long periods of time.

CONCLUSION

An AFFIRMATIVE ACTION/OPPORTUNITY EMPLOYER
INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for Custodian positions. There are five (5) 37.5 hours per week positions located in the CCSU Custodial Services Department. The incumbents are responsible for independently performing a full range of custodial tasks in the cleaning and maintenance of university buildings.

SELECTION PLAN

KNOWLEDGE, SKILL AND ABILITY

Some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some ability in simple record-keeping.

MINIMUM QUALIFICATIONS

Any experience and training which would provide the knowledge, skills and abilities listed above.

PREFERRED QUALIFICATIONS

Preference will be given to those applicants who can effectively demonstrate current/volunteer experience in an institutional/academic/vocational setting and performing custodial tasks and minor maintenance services with their supplied equipment.

SPECIAL REQUIREMENTS

Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment or persons being served.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have sufficient manual dexterity, strength, stamina, physical agility and visual and auditory acuity to perform the duties of the class.
2. A physical examination may be required.

PURPOSE OF JOB CLASS

(NATURE OF WORK)

In a state agency this class is accountable for performing a full range of custodial tasks in the cleaning and maintenance of buildings.

EXAMPLES OF DUTIES

Performs custodial tasks and maintenance of areas such as dumpsters, classrooms, offices, academic clinics, dormitories, storage rooms and lobbies including elevator entry, trash, mop, sweep, scrub, wash and polish floors using appropriate equipment such as floor polishers and buffers; washes, dusts and polishes glass including windows, woodwork, walls, furniture and metal equipment; makes beds; moves, stores and keeps books, binders, and clothing (limited to individual's work area not to include counting and inspection for a larger area); collects and moves small laundry; distributes, empties and sterilizes trash cans; washes and tends to restrooms; cleans and polishes food; and reports conditions to supervisor; may change light bulbs and replace fixtures; may manufacture or repair minor repairs; may replace ceiling or floor tiles; may move snow and ice from walkways and driveways around buildings; may mend and seal stairwells and walkways;

WORKING CONDITIONS

Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment or persons being served.

CONCLUSION

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the application of women, minorities, and persons with disabilities.
SELECTED PLAN
Candidates must possess and retain a valid driver's license and must pass a thorough background investigation as well as a physical examination.

Should you have questions pertaining to this recruitment, please contact CGSUWAP@cgusu.edu.

PURPOSE OF JOB CLASS (NATURE OF WORK)
This class is responsible for performing highly skilled trades duties in various trade areas.

EXAMPLES OF DUTIES
Performs highly skilled maintenance/repair, construction work, and other trade duties in a variety of trade areas including, but not limited to, electrical, plumbing, carpentry, HVAC, glazing, masonry, paving, sheet metal, metal fabrication, and building maintenance. Performs duties in a variety of trade areas, including general maintenance, construction, and repair work.

KNOWLEDGE, SKILL AND ABILITY
Considerable knowledge of and ability to apply the standard tools, materials, methods, and practices of the trade.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE
Four (4) years of experience in one or more trade areas.

MINIMUM QUALIFICATIONS - SPECIAL EXPERIENCE
Two (2) years of General Experience must have been performing skilled trade functions in one or more trade areas.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED
1. Graduation from a vocational or technical school with a diploma designating completion of a maintenance trades area may be substituted for two (2) years of the General Experience.
2. Two (2) years of experience as a Craft Worker Intern may be substituted for the General and Special Experience.

SPECIAL REQUIREMENTS
In accordance with the law, candidates must possess and maintain appropriate current licenses, permits, or other certifications.

CHARACTER REQUIREMENTS
At State Agencies, in addition to the checking of references and of facts stated in the application, a thorough background investigation is required.
Lead Custodian (37.5 Hour)
Central Connecticut State University
Recruitment #181101-04315-001

Location
New Britain, CT

Start
1/22/2018 12:00:00 AM

Salary
$13.447 - $44.81/HR

Job Type
Open to Agency/Employee

Date
1/22/2018 11:39:10 AM

INTRODUCTION

Central Connecticut State University (CCSU) is accepting applications for a Lead Custodian position. This full-time (37.5 hours per week) position is located in the CCSU Custodial Services Department. The work schedule is 8:00 am - 5:00 pm Monday through Friday. The incumbent is responsible for working as a team leader for a crew of custodians engaged in the maintenance of university buildings.

SELECTION PLAN

In order to be considered for this job opening, you must be a current employee of the Board of Regents, Connecticut State Colleges and Universities, who has a permanent state status and meet the minimum qualifications as listed in this job opening. You must specify your qualifications on your application.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

One (1) year of experience in work that could reasonably be expected to provide the knowledge, skills, and abilities listed above.

SPECIAL REQUIREMENTS

1. Candidates must possess and retain a valid driver’s license and must pass a thorough background investigation as well as a physical examination.
2. Incumbents in this class may be required to possess and retain appropriate current licenses, permits, and certifications.

PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity adequate for walking on campus and in buildings.
2. A physical examination may be required.

WORKING CONDITIONS

Incumbents in this class may be required to lift heavy weights and may be exposed to risk of injury from equipment and/or assistive and/or abusive patients or clients.

CONCLUSION

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

Should you have questions pertaining to this recruitment, please contact CCSUhrAdmins@ccsu.edu.

PURPOSE OF JOB CLASS
(NATURE OF WORK)

In a state agency, this class is accountable for acting as a working supervisor for a crew of Custodians engaged in the cleaning of buildings.

EXAMPLES OF DUTIES

Fills crew workflow and determines priorities; schedules, assigns, overviews and reviews work, establishes and maintains crew procedures; provides staff training and orientation; audits or reviews in conducting performance evaluations; acts as liaison with operating units; gathers and submits reports regarding unit policies and procedures; may assist in the development of policies or standards; may prepare reports and correspondence; ensures supplies and equipment for crew are adequate by reporting shortages to supervisor; performs full range of duties as outlined in Custodian class specification; performs related duties as required.

KNOWLEDGE, SKILL AND ABILITY

Knowledge of building custodial and/or housekeeping work and related equipment, interpersonal skills, and the ability to communicate effectively; ability to operate, care for and perform minor corrective maintenance on tools and equipment used in daily work; some supervisory ability; some ability to utilize word processing software.

The State of Connecticut is an Affirmative Action/Equal Opportunity Employer and strongly encourages the application of women, minorities, and persons with disabilities.

Click on the link below to apply for this position:

Fill out the Supplemental Questionnaire and Application NOW using the Internet.

Email: Phone: (860) 733-2125 Fax: (860) 733-6205
Powered by JobOpenings
INTRODUCTION


KNOWLEDGE, SKILL AND ABILITY

Considerable knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of proper investigative techniques; written and verbal communication skills; ability to analyze information and develop effective courses of action; ability to utilize computer software.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Three (3) years of experience as a Police Officer in an organized police department or within state service.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

A Bachelor's degree may be substituted for one (1) year of the General Experience.

PREFERRED QUALIFICATIONS

Performance will be given to those applicants who can effectively accomplish the following in their submitted application:
- Rank of Sergeant or above
- CT P.O.S.T. Certified

SPECIAL REQUIREMENTS

1. Candidates for this class are subject to background investigations pursuant to section 3-294-a of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.
2. In accordance with Civil Service regulations, candidates may be required to submit to a background investigation and meet the requirements of the Connecticut Police Officer Standards and Training Council.
3. In the event of a positive drug test, applicants may be subject to dismissal from the position or may be required to comply with a disciplinary action.

CHARACTER REQUIREMENTS

All candidates for employment at Central Connecticut State University are subject to a pre-employment background investigation, including criminal background check, fingerprinting, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.
SELECT PLAN

Please ensure that your application is complete. You will be asked to make a selection once you officially submit your application. In the event of State of Connecticut, your application will be assessed on an arbitrary, independent, or inaccurate application will not be considered for this employment opportunity.

PURPOSE OF JOB CLASS (NATURE OF WORK)

In a state agency this class is responsible for performing a full range of general clerical functions or for carrying out responsibility for the flow and completion of clerical work in an assigned area.

EXAMPLES OF DUTIES

1. TYPING: Types a variety of materials in relation to their duties or as assigned; enters and renews data on computer terminals or other computerized systems and turns forms for use here.

2. FILING: Sets up and maintains office records, files, and indexing systems and forms for use here.

3. CORRESPONDENCE: Completes routine correspondence.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Two (2) years of general clerical work experience.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training may be substituted for the General Experience on the basis of fifteen (15) semester hours entailing six (6) months of experience.

PREFERRED QUALIFICATIONS

Preference will be given to those applicants who can effectively demonstrate the following in their submitted applications:

- Experience working in a Police Department
- Experience in COLLECT data/NCIC
- Experience utilizing Law Enforcement Administration Systems (L.E.A.S.)

SPECIAL REQUIREMENTS


INTRODUCTION

PURPOSE OF JOB CLASS
(NATURE OF WORK)

In a state agency, this class is responsible for performing a full range of clerical support functions.

EXAMPLES OF DUTIES

In accordance with the requirements of the job, the following duties are performed:

1. Typing: Using a personal computer or other electronic equipment, writes a variety of correspondence, reports, letters, reports, etc., from rough drafts, transmitted text, dictation notes, etc., using knowledge of grammar, punctuation, and spelling.

2. Filing: Designs office filing systems; organizes and maintains files (including confidential files); maintains, updates, and reviews reference materials and manuals.

3. Correspondence: Completes routine correspondence (e.g., standard replies and acknowledgment letters) for supervisor's signature.

4. Report Writing: Completes routine forms from standard sources and prepares data reports (e.g., number of forms processed during the month).

5. Interpersonal: Greets and directs visitors; answers phone; takes messages; ensures quality of work; knowledge of terminology, organization, supervisor's responsibilities, etc. (e.g., appropriate materials, general purpose of the unit).

6. Processing: Sorts correspondence; puts and attaches related materials; reviews, rules, and verifies mail.

7. Personal Secretary: Arranges and coordinates meetings (including space and equipment); refers visitors to offices; assists in organizing and maintaining files; makes travel arrangements.

8. Office Management: Maintains inventory of supplies and equipment; maintains files when necessary; completes processes and maintains paperwork for purchasing (e.g., orders, requisitions, invoices, etc.); maintains time and attendance records; performs related duties as required.

KNOWLEDGE, SKILL, AND ABILITY

Considerable knowledge of office systems and procedures; considerable knowledge of the proper grammer, punctuation, and spelling; knowledge of business communications; some knowledge of business math; interpersonal skills; ability to schedule and prioritize office workload; ability to operate office equipment which includes personal computers and electronic equipment; ability to operate office suite software; ability to take notes (short-hand, speedwriting, or other method acceptable to the supervisor).

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

Two (2) years of experience above the routine clerical level in office support or secretarial work.

MINIMUM QUALIFICATIONS - SUBSTITUTIONS ALLOWED

College training in the secretarial sciences may be substituted for the General Experience on the basis of fifteen (15) semester hours amounting to one-half (1/2) year of experience.
Management Information Systems (C19-011)
Assistant/Associate

The Management Information Systems (MIS) Department seeks a dynamic, student-oriented individual for a full-time, tenure-track appointment to teach undergraduate and graduate courses in Management Information Systems. The successful candidate will demonstrate a strong commitment to teaching excellence, a record of (or potential for) high-quality scholarship, and a commitment to academic service. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Management Information Systems or related field (degree in discipline of MIS preferred); A.B.D. will be considered if Ph.D. is obtained within one year appointment
- Evidence of and/or commitment to teaching excellence;
- Evidence of and/or commitment to high-quality scholarship
- Evidence of and/or commitment to academic service
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Ph.D. from an AACSB accredited school
- Record of successful university teaching
- Discipline-related professional experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our website at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed effectively embrace our communities as the “steward of central Connecticut.” Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations with the New Britain Symphony Orchestra, city theatres, the world-renowned New Britain Museum of American Art, and other area attractions.

Application and Appointment: For full consideration, applications must be received by December 1, 2018. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now and electronically submit the following:

- Letter of application;
- Curriculum vita indicating name of major for all degrees;
Assistant/Associate Counselor (C19-014)
Student Wellness Services: Counseling

Central Connecticut State University invites applications for a full-time, Assistant/Associate Counselor (AAUP Faculty). The successful candidate will provide students with mental/behavioral health services as part of the integrated Department of Student Wellness Services. The counselor will provide short-term counseling, crisis intervention, and mental/behavioral health outreach services within the scope of his or her training and licensure. Candidates are expected to be committed to multiculturalism and working with a diverse student body. This is a 12-month position and may include evening and/or Saturday hours.

Required Qualifications

- Master’s degree in psychology, counseling, social work or marriage and family therapy or a related field
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students
- Currently licensed as a mental health provider
- Clinical experience including work with high-risk clients as well as with complex and/or longstanding clinical problems

Preferred Qualifications

- Three years post master’s counseling experience at a college/university counseling center and/or agency/private practice serving young adults
- Doctorate in psychology, counseling, social work or marriage & family therapy or a related field, plus three years of counseling experience at a college/university counseling center and/or agency/private practice serving young adults
- Experience working with graduate student intern and assistants
- Currently licensed in the State of Connecticut as a mental health provider
- Electronic health record experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed to more effectively embrace our communities as the “steward of central Connecticut.” Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations.
Assistant Director of Marketing and Communications (C19-017)
Marketing and Communications Department

Central Connecticut State University invites applications for a full-time, Assistant Director of Marketing and Communications in the Marketing and Communications Department. The successful candidate will provide assistance in carrying out the functions of marketing and communications for the Office of the President/University. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Responsibilities include:

- Assists the Director of Public Relations and Director of Marketing with developing, coordinating and disseminating timely internal and external communications for the Office of the President/University.
- Writes and edits news stories and coordinates the editing and production of the campus newsletter, the Courier.
- Collaborates with the Director of Public Relations and Director of Marketing to produce copy for and assist in the editing of Central Focus Alumni Magazine. Writes informational, development, and feature content for traditional and digital media outlets including electronic and print materials such as Alumni News, recruitment view books, brochures, etc.
- Supports marketing and communications efforts in promoting a positive image of the University with emphasis on enrollment and fundraising. Assists with researching, writing, editing, and generating ideas for news and feature articles that showcase the University.
- Works with the Coordinator of Designs and Publications in preparation of content for University publications and creating new, innovative marketing materials.
- Supports the posting of images/photographs/stories from various events to the University website and social media outlets.
- Supports Institutional Advancement initiatives such as assisting with the preparation of Continuing Education course booklets, producing fundraising event programs, etc.
- Assists with other public relations/marketing and communications activities and special projects, as assigned.
- Performs other duties and responsibilities related to those above, which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree
- Three years of experience in writing, editing, and developing communications for print and electronic publications
- Must possess a strong commitment to customer service and teamwork
- Excellent communication and organizational skills
- Demonstrated ability to utilize a variety of communication vehicles such as print, electronic, social media, etc.
- Must be detail oriented, able to function efficiently and independently in a fast-paced environment, and manage multiple priorities
- Commitment to serving a diverse student body

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications:

- Evidence of meeting deadlines
Data Network Specialist Admin 4 (C19-038)
Information Technology Division: Technical Services

Central Connecticut State University invites applications for a full-time, Data Network Specialist in the Information Technology Division-Technical Services. The successful candidate will have primary responsibility for data network infrastructure (DNI) hardware and software. Other responsibilities include data network planning and troubleshooting, development of network security policies, procedures and implementation. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Bachelor's Degree in computer science or a related field
- At least five years' experience supporting network hardware and software
- Knowledge of LAN wiring standards, TCP/IP, LAT and other network protocols, traffic analysis and troubleshooting, network technologies and standards, client/server concepts, remote access technologies, security, internet tools, Windows and successor packages and applications.
- Commitment serving a diverse student body

An equivalent combination of credentials and/or experience may also be considered

Preferred Qualifications

- Certified Network Engineer (CCNA or CCNP) or equivalent
- Experience with Cisco NAC/ISE, VoIP, 802.1x, Firewall, VPN technologies, and networking management software, i.e., Prime
- Knowledge of scripting languages such as Python, Perl, or other languages
- VMware, load balancing technologies and Azure/AWS networking experience

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system.

For full consideration, applications must be received by January 8, 2019. Salary is commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Here.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Assistant Professor of Geography, Tourism and Hospitality Studies (C19-042)
Geography Department

Central Connecticut State University invites applications for a full-time, tenure-track position in the Geography Department beginning August 2019. The successful candidate will have expertise in Tourism and Hospitality studies. The candidate will teach introductory and advanced level courses in geography, tourism and/or hospitality, recruit and mentor students, supervise graduate theses and interns, and contribute to the department’s outreach activities to local business community. A strong commitment to teaching and an active program of research and publication are expected. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in geography, tourism or hospitality studies, or tourism planning (For ABD’s, Ph.D. must be completed within one year of hire.)
- Collegiate teaching experience in one or more of the following: geography/tourism/hospitality
- Ability to teach introductory and advanced level courses in geography/tourism/hospitality, such as Geography of Tourism, Tourism Planning, and other courses that complement the department’s offerings
- Practical/outreach experience in tourism/hospitality
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualification

- Scholarly activity in the field

For full consideration, applications must be received by February 15. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University's Engineering Department invites applications for a tenure-track Assistant Professor. The new faculty will join a rapidly growing and vibrant engineering department. Applicants with significant academic experience and accomplishments could be considered for the rank of Associate Professor. Successful candidates will be expected to be collaborative, committed to excellence in teaching, able to teach and develop a variety of mechanical engineering and engineering technology courses, contribute significantly to undergraduate and graduate research, actively engage in scholarly activity with a continuous research agenda. Department faculty are also expected to participate in program assessment, ABET accreditation activities, service to the department and University, and to be professionally active.

Required Qualifications:

- B.S. in mechanical, aerospace, electro-mechanical, or electrical engineering and Ph.D. in mechanical engineering or closely related field by the date of appointment, with at least one degree in mechanical engineering;
- Exceptional background in modeling and control of dynamic systems;
- At least two years of relevant full-time industrial experience in the related areas, or equivalent hands-on experience in industrial and government research labs;
- Excellent communication and presentation skills.

Preferred Qualifications:

- Additional background in (1) the theory, methodology, and practice of measurements and (2) the design, development and analysis of instrumentation and measurement systems used in generating, acquiring, conditioning and processing signals;
- Teaching experience in ABET accredited mechanical and/or manufacturing undergraduate programs, as well as, at the graduate level;
- Ability to teach a wide range of mechanical engineering and engineering technology courses at both undergraduate and graduate levels;
- Demonstrated record of outstanding teaching, scholarly activities, advising, service, and experience in developing and/or maintaining instructional and research laboratories;
- Experience working with industry with a record of successful external funding for collaborative applied research involving undergraduate and graduate students; and,
- A professional engineering (P.E.) license.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education. For full consideration, applications must be received by May 31. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs.

CCSU is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time Assistant Professor in the Political Science Department. The successful candidate will teach undergraduate courses in Comparative Politics, with particular interest in European politics (including the requirement to teach courses on Europe, Eastern Europe, Russia, migration, and citizenship) in Political Science and contribute actively and effectively to scholarship, service, and student growth at CCSU. The ability to teach political theory and research methods is also desired. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Ph.D. in Political Science (The completion of the Ph.D. is required by July 15, 2019)
- Demonstrated teaching excellence in Political Science in comparative politics with an emphasis on European comparative politics
- Commitment to serving a diverse student body

Preferred Qualifications:

- Experience teaching undergraduate introductory comparative politics courses, as well as upper-level courses on European politics and courses in political theory
- Peer-reviewed publications in comparative politics and/or European politics
- Research interests appropriate to student participation and experience involving undergraduate research

For full consideration, applications must be received February 19, 2019. Salary is commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Central Connecticut State University invites applications for a full-time, tenure track position as an Assistant Professor in the Department of Music beginning academic year 2019-2020. The person in this position will coordinate all choral activities; direct both the small auditioned ensemble (University Singers) and the large choral ensemble (University Chorale); teach undergraduate and graduate courses in choral music education, conducting, and vocal methods; and assist with the supervision of student teachers. Additional duties as assigned by the chair may include coordinating the undergraduate or graduate music education program, depending on the candidate’s expertise.

Required Qualifications:
- Completed doctorate in Music by date of appointment
- Three years experience of proven success in public school teaching in music
- Commitment to serving a culturally diverse student body

Preferred Qualifications:
- Successful college teaching experience
- Experience with various facets of university choral programs, including the recruitment of music majors, minors, and non-majors, and establishing and maintaining positive relationships with public school band directors, and university/community constituents
- Demonstrated musical, financial, and administrative success with collegiate and/or high school choral ensembles
- Experience working with and observing student teachers
- Experience working with diverse populations

For full consideration, applications should be received by February 18, 2019; the department will continue to accept applications until the position is filled. Salary and rank are commensurate with education and experience. To apply, go to http://www.ccsu.edu/jobs and click on the Apply now.

CCSU is an affirmative action and equal opportunity employer.
Vice President of Student Affairs [C19-001]

Central Connecticut State University is Connecticut

Date Posted: August 2, 2018
Type: Executive
Salary: Not specified
Employment Type: Full-time

Vice President of Student Affairs [C19-001]

Central Connecticut State University (CCSU) announces the search for its new Vice President of Student Affairs (VPSA) and invites expressions of interest, nominations and applications. The new VPSA will have the opportunity to partner with CCSU's new president, Dr. Zulma R. Toro, and provide collegial leadership to a creative and energetic faculty and staff.

Under Dr. Toro's leadership, the CCSU community has a renewed sense of its special identity and mission, an increased level of energy and excitement, a determination to be the leader in Connecticut’s public higher education, an increased attention to serving new challenges and solve old problems, and a commitment to serve the community in new and more effective ways. The status of Connecticut’s public universities, and the largest of its regional comprehensive, Central is a very strong present position and has enjoyed stable enrollment. With Dr. Toro’s leadership, it is poised to grow both in size and its effectiveness which it serves its students and the wider community.

The University seeks an energetic and skilled candidate to help lead Central as a forward-thinking, technology-driven university with a diverse and growing student body, a faculty and staff dedicated to student success, and a campus that is committed to positive growth and change. The University is located in a vibrant community with strong ties to the city of New Britain and the state of Connecticut.

Vice President of Student Affairs

Central Connecticut State University
Office of the Provost
101 Business Hall
New Britain, CT 06050

Dr. Zulma R. Toro
President

Dr. Ted Lownership
Chair, Search Committee

VPSA@ccsu.edu

November 30, 2018

Central Connecticut State University (CCSU) seeks an energetic, creative, and experienced executive to serve as its new Vice President of Student Affairs (VPSA) and to work closely with the President and the Provost in the development and implementation of the University’s strategic plan.

The Vice President of Student Affairs (VPSA) is a member of the President’s Cabinet and serves as the University’s principal student affairs officer. The VPSA is responsible for the overall direction, development, and coordination of student affairs programs and services, including but not limited to, student life, student activities, residential life, health services, student conduct, and other related areas. The VPSA also serves as the University’s Title IX Coordinator and is responsible for ensuring compliance with federal and state laws and regulations regarding student rights and responsibilities.

The VPSA works closely with the President, the Provost, and other senior administrators to develop and implement strategic plans and initiatives that support the University’s mission and goals. The VPSA also serves as a key advisor to the President and other senior administrators on student affairs matters and serves on key institutional committees.

Qualifications:

- A Ph.D. or Ed.D. in a relevant field is required. A Master’s degree may be acceptable in certain circumstances.
- A minimum of 10 years of progressively responsible experience in student affairs, including at least 5 years in a senior administrative role. Experience in a complex, urban university setting is preferred.
- A strong record of professional growth and development, including demonstrated leadership in student affairs programs and services, and a proven track record of achievement.
- A commitment to diversity, equity, and inclusion, and the ability to work effectively with a diverse population of students.
- Excellent communication, interpersonal, and management skills.
- Strong analytical and problem-solving skills.
- Ability to work effectively in a collaborative environment with the Provost, the President, and other senior administrators.

Applications are being accepted on a rolling basis until the position is filled. Applications should include a letter of interest that addresses the qualifications and responsibilities described above, a current CV, and a list of three references. Applicants should submit their materials to the search committee via email at VPSA@ccsu.edu.

Central Connecticut State University is an equal opportunity employer and is committed to diversity in all its practices. The University does not discriminate on the basis of race, color, national origin, sex, age, religion, gender identity, sexual orientation, disability, or any other characteristic protected by law. All qualified applicants are encouraged to apply.

https://www.chemistrystatesjobs.com/Job/Faculty/Job?JID=10000413673-01
8/6/2011
Head Women's Lacrosse Coach

Posting Date
8/15/2018

Institution/Company
Central Connecticut State University

Location
New Britain, CT

Job Type
Full Time - Experienced

Salary Range
Commensurate with experience

Preferred Education
Bachelor's degree

Job Description
Central Connecticut State University invites applications for a full-time, Head Women’s Lacrosse Coach, Coach A, in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the Women’s Lacrosse program. Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in community service and fund raising events. The Head Coach will be expected to work cooperatively and effectively with the staff and personnel of the Department and University. This position requires an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Employer Information
The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 30 percent of students are from communities of color. Visit our web site at...
Assistant Women's Basketball Coach

Posting Date
8/21/2018

Institution/Company
Central Connecticut State University

Location
New Britain, CT

Job Type
Full Time - Experienced

Job Description
Central Connecticut State University invites applications for a full-time, Assistant Women's Basketball Coach, Coach A, in the Department of Intercollegiate Athletics. The successful candidate will be responsible to assist in the organization and administration of all aspects of the women's basketball program. Responsibilities include, but are not limited to, assisting the head coach in practices, recruitment and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations, and participation in fund raising and community service events. The assistant coaches will be expected to work cooperatively and effectively with the staff and personnel of the Department and University.

The position requires an excellent work ethic along with exceptional motivational and communication skills. The candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree
- One year of NCAA coaching experience in the sport of women's basketball
- Knowledge of NCAA rules and regulations
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

https://www.womenleadersincollegesports.org/WL/ Jobs/coaching-athletic-training/assistant... 8/29/2018
APPLICATION INFORMATION:

Contact: Dr. Christopher Gallagher
Search Committee Chair and Vice President of Institutional Advancement
Central Connecticut State University

Online App. Form: https://www.ccsu.edu/jobs

Apply through Institutional Website

© Copyright 2014 InterSearch/Employment Linkage, Inc.

https://www.higheredjobs.com/search/details?JobCode=1758178735&Title=Associate... 9/15/2018
Associate Director Of Financial Aid - New Britain, CT - Indeed.com

Indeed

Associate Director Of Financial Aid
Central Connecticut State University - New Britain, CT

Central Connecticut State University

82 reviews
Read what people are saying about working here.

$61,617 a year

Central Connecticut State University invites applications for a full-time Associate Director in the Office of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:
- Master's degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite
- Experience with ELMS, NSLDS and US Department of Education programs and processes
- Demonstrated strong interpersonal and presentation skills and ability to maintain effective working relationships with students and the public
- Commitment to serving a diverse student body

Credentials and/or experience substantially comparable in the above may also be considered.

Preferred Qualifications:
- Five years' experience in financial aid administration
- Work experience with SOL, query, design and development
- Work experience developing test plans, e.g., testing student information system implementation functions
- Proficient understanding of development and implementation processes
- Experience with Ellucian's Banner

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities System and is a state university with a wide array of academic programs preparing students for success in whatever field they choose. CCSU serves approximately 13,300 undergraduate and graduate students.


12/10/2018

DiverseJobs

Job Details | ASSOCIATE DIRECTOR OF FINANCIAL AID at Central Connecticut State University | Page 1 of 1

ASSOCIATE DIRECTOR OF FINANCIAL AID

Central Connecticut State University invites applications for a full-time Associate Director in the Office of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:
- Master’s degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite

https://www.Indeed.com/viewjob/jk-2298377198262048

12/10/2018

HigherEd.com

Office of Financial Aid: Associate Director of Financial Aid - HigherEdJobs

Central Connecticut State University invites applications for a full-time Associate Director of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:
- Master's degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite


12/10/2018

Office of Financial Aid: Associate Director of Financial Aid - HigherEdJobs

Central Connecticut State University invites applications for a full-time Associate Director of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:
- Master's degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite


12/10/2018

Office of Financial Aid: Associate Director of Financial Aid - HigherEdJobs

Central Connecticut State University invites applications for a full-time Associate Director of Financial Aid. The Associate Director of Financial Aid is responsible for systems operations and assists in the planning, coordination and operation of the Financial Aid Office. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Associate Director must be available evenings and weekends as needed.

Required Qualifications:
- Master's degree
- Four years of experience in student services, including two years in financial aid demonstrating the ability to relate effectively to students and staff, broad knowledge of financial aid practices and federal and state regulations
- Demonstrated strong technical knowledge of ERP and Financial Aid Systems, and working knowledge of Microsoft Suite


12/10/2018
Assistant/Associate Professor Of Finance
Central Connecticut State University in Connecticut

Deadline: Open until filled

Job Description:
Central Connecticut State University invites applications for full-time, tenure-track positions in Finance at the Assistant/Associate Professor level. The successful candidate will teach undergraduate and graduate finance courses, contribute actively and effectively to student growth, service, and scholarship, community networking and serve on university committees. We also seek a colleague who is committed to multiculturalism, collaboration, diversity, inclusiveness, student success, community engagement, and working with colleagues within the department and across the university. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research. Faculty also participates in assessment, curriculum development, faculty governance and other faculty activities.

Required Qualifications:
- Doctorate in Finance, financial economics or related field from an AACSB accredited institution. ABDs from an accredited institution will be considered; completion of all requirements is expected by August 30, 2019.

https://chmicleviva.com/job/123777-335

10/17/2018
The Community: CCSU is located in New Britain, a city with a population of some 70,000, within a 10-minute drive to the state capital of culture-rich Hartford. CCSU is currently in a large-scale community engagement initiative, designed to effectively embrace our communities as the "steward of central Connecticut." Pursuing a range of partnership arrangements with area businesses, schools, agencies, and more, this initiative will create significant new opportunities for student internships, faculty research, as well as an expanding array of cultural collaborations with the New Britain Symphony Orchestra, city theatres, the world-renowned New Britain Museum of American Art, and other area attractions. The University is approximately two hours (by car) from both Boston and New York City.

Application and Appointment: For full consideration, applications must be received by November 15, 2018. Salary and rank are commensurate with education and experience. To begin the application process, go to: https://hrat.ccsu.edu/default.php click on the Apply Now button and electronically submit the following:

- Letter of interest addressing your qualifications for the position
- Current curriculum vitae
- Names of three current references with addresses, email addresses and telephone numbers
- Transcripts (Unofficial copies are acceptable; if selected, official copies will be required.)
- Teaching evaluations (within the last three years)

Finalists will be asked to submit three letters of recommendations mailed directly by the recommender to Dr. Joseph Farhat, Finance Search Committee Chair, CCSU, 1615 Stanley St., New Britain, CT 06053, or emailed to JosephFarhat@ccsu.edu.

Please redact any personally identifiable information (i.e., SSN, DOB, marital status, country of origin) from any documents submitted. Incomplete applications will not be considered. Emailed or mailed copies will not be accepted.

For information, contact Dr. Joseph Farhat at JosephFarhat@ccsu.edu.

APPLICATION INFORMATION

| Contact:         | Dr. Joseph Farhat |
|                 | Finance          |
|                 | Central Connecticut State University |

Online App. Form: https://hrat.ccsu.edu/default.php

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution’s Website

© Copyright 2018 Internet Employment Linkage, Inc.
Central Connecticut State University

Report Pursuant to Connecticut General Statutes
Section 10a – 55m
January 1, 2018 – December 31, 2018

Prepared by the CCSU Office of Equity and Inclusion

CCSU is an equal opportunity employer and educator.
CCSU faculty and staff also engage in training programs throughout the year. All new employees are required to complete an initial Title IX training within their first year of employment and all employees are required to complete a Title IX Refresher training each subsequent year. This training informs employees of their responsibilities when receiving disclosures or reports of sexual misconduct, as well as their rights on campus. The training is offered in-person and on-line.
CCSU publishes policies online and in print materials that are available to students and employees (see supplemental materials for print documents). Policies and protocol related to sexual misconduct may be found on the CCSU Office of Diversity and Equity website at the following link: https://www.ccsu.edu/diversity/policies/index.html. The Student Code of Conduct is available through the Office of Student Conduct: https://web.ccsu.edu/studentconduct/?redirected. Links to specific policies are included below.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
https://docs.ccsu.edu/Sexual_Misconduct_Policy.pdf.

BOR/CSCU Policy on Consensual Relationships
Available through the CCSU Human Resources website: https://www.ccsu.edu/hr/policies.html

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child
https://www.ccsu.edu/diversity/policies/Policy%20Regarding%20Reporting%20Suspected%20Abuse%20or%20Neglect%20of%20a%20Child.pdf

BOR/CSCU Student Code of Conduct
https://web.ccsu.edu/studentconduct/codeofconduct.asp
under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

(b) Sexual assault in the third degree is a class D felony or, if the victim of the offense is under sixteen years of age, a class C felony.
- One (1) report involved a respondent not affiliated with CCSU and therefore was outside of the authority of the Office of Student Conduct and the Office of Diversity and Equity. However, a report was made to a police department.
- One (1) report was made by a third party. When the alleged victim was approached about the report they denied any abuse had occurred.

**Stalking Reports**

A total of eight (8) reports of stalking were made to CCSU in 2018. Seven (7) of the reports resulted in an investigation by the Office of Student Conduct, with the following outcomes:
- In seven (7) reports, it was determined that the evaluated behavior did not amount to a violation of prohibited conduct.
- In one (1) report, the alleged victim initially stated an intention to report to the Office of Student Conduct but did not make an official report.

**Total Anonymous and Confidential Reports and Disclosures**

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence and stalking. In 2018 there were zero (0) anonymous reports.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. That following data was provided by the CCSU Student Wellness Services as an estimate of confidential disclosures throughout 2018:

- Sexual assault: 26
- Intimate Partner Violence: 5
- Stalking: 0

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence. Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.
<table>
<thead>
<tr>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>7</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>8</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Type of Incident:**
- Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence – Where Respondent is CSU Student

<table>
<thead>
<tr>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>1</td>
<td>6</td>
<td>12</td>
<td>16</td>
<td>16</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>0</td>
<td>6</td>
<td>11</td>
<td>13</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>10</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Type of Incident:**
- Incidents of Sexual Assault, Stalking and Intimate Partner Violence

**Year:** 2018

**Institution Contact:**

**Reporting Office/Department:** Office of Diversity & Equity

**CSU Institution:** Central Connecticut State University

**Sexual Violence Reportable Statistics and Data**

**CCSU**
(a) Stalking in the third degree is a class B misdemeanor.

(b) Stalking in the third degree is a class B misdemeanor when the person

(c) Stalking in the second degree is a class D felony.

(d) Stalking in the first degree is a class C felony.

(e) Stalking is a prohibited act that is a violation of section 53a-181d.

(f) The person is guilty of stalking when the person communicates with or sends unwanted emails, letters, or packages to a person with whom the person has had a business or personal relationship.

(g) The person is guilty of stalking when the person knowingly causes a reasonable person to fear for their safety.

(h) No person shall be guilty of stalking when the person has been charged with a violation of section 53a-181d.

(i) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(j) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(k) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(l) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(m) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(n) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(o) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(p) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(q) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(r) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(s) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(t) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(u) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(v) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(w) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(x) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(y) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

(z) No person shall be guilty of stalking when the person has been convicted of a violation of section 53a-181d.

{2} "Use of force" means (i) use of a dangerous instrument or (ii) use of actual physical force or violence or superior physical strength against
Training Provided
Central Connecticut State University

Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-campus and Community Resources

Office of Equity & Inclusion
1615 Stanley Street
Davidson Hall, 119
New Britain, CT 06050
Office of Victim Advocacy
you are not alone

You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to turn.

CCSU has a professional advocate dedicated to assisting survivors/victims.

CCSU's Office of Victim Advocacy
860-293-3795

Central Hll, Room 268
M-F, 9 AM - 5 PM
Mon-Fri from 9 AM to 5 PM
We are here to assist and support you.

Medical and Emotional Care

- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. Call 911 for immediate assistance.
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1925. For more information go to www.cssu.edu/health services.
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Grand St., New Britain or call 860-234-501.
- Please seek emotional support. It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. The CCSU SWS Counseling Services is the only on-campus confidential resource. There are options for confidential counseling both on- and off-campus.

SWS, Counseling Services
CCSU
Marcus White Hall, Room 205
860-832-1945
Free, Confidential

YWCA
Sexual Assault Crisis Services
22 Glen St, New Britain CT
860-225-1787 (24/7)
ywanewBritain.org/203/
Free, Confidential

Counseling Center
(Student Counseling)
888-774-2900 (24/7)
www.counselingcenter.com
Free, Confidential

CCSU is an Equal Opportunity Educator and Employer
Investigatory Report

Report Date: November 5, 2014
Report Prepared by: [Chief Diversity Officer or Associate in Diversity and Equity]
Nature of Investigation: [Insert nature of investigation]
Complainant: [Insert complainant name]
Subjects of Investigation: [Insert subjects of investigation]

Introduction
[Chief Diversity Officer and Associate in Diversity and Equity conducted an investigation to examine alleged violations of CCSU’s Non-Discrimination in Education and Employment Policy based on [insert protected class basis here] status brought forward by [complainant first and last name], [insert Complainant title and area of work or study].]

[Complainant last name] has alleged [gender pronoun] was subjected to [alleged actions] based on her [protected class basis] by [respondent 1 prefix, first, last, last name], [title and location], [respondent 2 prefix, first, last, last name], [title and location], [respondent 3 prefix, first, last, last name], [title and location]. [Insert brief case description]
The ODE conducted [insert # of people interviewed] in-person interviews of the complainant, respondent and witnesses.

Summary of Complaint and Complainant Interview

1. [Name of Complainant] [Interviewed on [Insert interview date] by [Insert investigator(s) last names]]

[Complainant first and last name] [insert brief summary of complainant’s history with CCSU. Her complaint stated: [Insert complete statement or complaint summary if exists]]

Summary of Respondent Interview

1. [Name of respondent 1] [Interviewed on [Insert interview date] by [Insert investigator(s) last names]]

[Insert respondent interview summary]

2. [Name of respondent 2] [Interviewed on [Insert interview date] by [Insert investigator(s) last names]]

[Insert respondent interview summary]

3. [Name of respondent 3] [Interviewed on [Insert interview date] by [Insert investigator(s) last names]]

[Insert respondent interview summary]

Witnesses

The investigator interviewed [insert # of Witnesses Interviewed] witnesses. The investigators explained the provision of the policy related to retaliations to all witnesses. All witnesses indicated that their statements were truthful, complete and accurate.

1. [First and Last name of witness 1] [Interviewed on [Insert interview date] by [Insert investigator last name(s)]]

2. [First and Last name of witness 2] [Interviewed on [Insert interview date] by [Insert investigator last name(s)]]

3. [First and Last name of witness 3] [Interviewed on [Insert interview date] by [Insert investigator last name(s)]]

4. [First and Last name of witness 4] [Interviewed on [Insert interview date] by [Insert investigator last name(s)]]

5. [First and Last name of witness 5] [Interviewed on [Insert interview date] by [Insert investigator last name(s)]]

Other Evidence Gathered

- [Insert description of other evidence gathered]

Findings

Findings Regarding Issue 1. Basis for Finding:

Findings Regarding Issue 2. Basis for Finding:

Findings Regarding Issue 3. Basis for Finding:

Findings Regarding Issue 4. Basis for Finding:

Other Issues

Recommendations

The investigation in this case is completed and is marked as closed.

This report will be provided to [insert person(s) first and last name and title receiving copy of complaint report] to determine appropriate administrative action. All original statements and other documentation...
This statistic

together to change

We're Working

assaulted.

will be sexually

TIP

Contact Information: Victim Advocacy and Violence Prevention
Office Hours: Monday-Friday, 9AM to 5PM (other times available by appointment).

The office is located in Carroll Hall, RM 246 and is staffed by a team of trained victim advocates.

The Office of Victim Advocacy provides services to assist and support

CONTACT INFORMATION

COORDINATOR: 860-832-1555 or help@uconn.edu

The Center is located in the Student Center, RM 215

welcomes all women and men.

backgrounds, race and sexual orientations. The Women's Center

among women of varied socio-economic groups, cultures, ethnicities, and

independent, and encourages understanding and cooperation

equality, knowledge of women's rights, issues, leadership and

educational and cultural programs designed to promote gender

variety of services for and about women. It also sponsors

inform, and support personal development. The Center offers a

The Rhode Island Women's Center provides resources, to advocate.

WOMEN'S CENTER

660-832-1952

Coordinate with the Office of Student Disability Services at

located in Carroll Hall.

are handled by the Office of Student Disability Services. The office is

Coordinator: 860-832-1565 or rosa.munding@uconn.edu

Coordinator: Rosa Mundt

The Office of Diversity and Equity handles employees

ADA Accommodations

opportunities.

training on an annual basis. Contact the ODE for the training.

State laws require that all employees are trained in diversity training.

and that all those employees who participate in diversity training.

The Office of Victim Advocacy provides services to assist and support

need advocacy.

Office Hours: Monday-Friday, 9AM to 5PM (other times available by appointment).

The office is located in Carroll Hall, RM 246 and is staffed by a team of trained victim advocates.

The Office of Victim Advocacy provides services to assist and support

CONTACT INFORMATION

COORDINATOR: 860-832-1555 or help@uconn.edu

The Center is located in the Student Center, RM 215

welcomes all women and men.

backgrounds, race and sexual orientations. The Women's Center

among women of varied socio-economic groups, cultures, ethnicities, and

independent, and encourages understanding and cooperation

equality, knowledge of women's rights, issues, leadership and

educational and cultural programs designed to promote gender

variety of services for and about women. It also sponsors

inform, and support personal development. The Center offers a

The Rhode Island Women's Center provides resources, to advocate.

WOMEN'S CENTER

660-832-1952
2018 ANNUAL CAMPUS SECURITY & FIRE REPORT

Clergy Report
Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
Including Statistics for 2016 to 2018

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
2016-2018

Table of Contents

Introduction ........................................................................................................................................ 5
The Clery Act ..................................................................................................................................... 6
CCSU Preparations for the Clery Act ................................................................................................. 4
CCSU Police Department .................................................................................................................. 7
Authority of the CCSU Police ........................................................................................................... 8
Relationships with other Law Enforcement Agencies ....................................................................... 8
Police Officers Selection and Training ............................................................................................... 8
Crimes, Emergencies & Evacuations ................................................................................................. 9
Reporting Crimes and Emergencies ................................................................................................. 10
Emergency Notification System and Timely Warnings .................................................................... 11
Evacuation Procedures ..................................................................................................................... 13
Crime Prevention & Programming ..................................................................................................... 16
Crime Prevention and Programs ........................................................................................................ 17
Student Responsibilities .................................................................................................................... 18
LiveSafe—Crime Prevention ............................................................................................................ 19
Student Conduct ............................................................................................................................... 19
Drugs and Alcohol ............................................................................................................................ 20
Missing Student Notification Policy ................................................................................................ 21
Sexual Violence .................................................................................................................................. 22
Reporting .......................................................................................................................................... 23
Responsible Employees/Privileged Contacts .................................................................................... 24
Questions and Answers .................................................................................................................... 25
BOS/CECU Sexual Misconduct Reporting, Support Services and Processes Policy ....................... 26

CCSU Procedures and Policies .......................................................................................................... 34
Student Code of Conduct and Statement of Disciplinary Procedures ............................................. 38
Sexual Assault and Interpersonal Violence Prevention Program ..................................................... 39
Sex Offender Notification ................................................................................................................ 40
Contact Information ........................................................................................................................ 40
Disability Policies ............................................................................................................................. 40
Clergy Resources/Contacts ............................................................................................................... 40
Definitions of Crimes ........................................................................................................................ 41
Crime Statistics ................................................................................................................................. 42
Homicide Violations .......................................................................................................................... 43
Violence Against Women Act .......................................................................................................... 43
Domestic Violence, Dating Violence and Stalking Offenses ............................................................. 44
Weapon, Drug and Liquor Violations ................................................................................................. 44
Campus Fire Safety Report ............................................................................................................... 47
Fix Safety Report ............................................................................................................................. 48
Resident Hall Fire Safety Systems .................................................................................................... 49
Resident Hall Fire Safety Rules ......................................................................................................... 50
Fire Restricted Items in Resident Halls ............................................................................................. 51
Evacuation Procedures ..................................................................................................................... 52
Fire Reporting ................................................................................................................................. 53
Campus Map ...................................................................................................................................... 54
The Future .......................................................................................................................................... 54
Mission Statement and Goals ........................................................................................................... 54
Crimes, Emergencies and Evacuation

This section includes:
- Reporting Crimes and Emergencies
- Confidential and Voluntary Reporting
- LiveSafe—Reporting
- Emergency Notification System & Timely Warnings
- Evacuation Procedures

Other Campus Security Authorities (CSA)

You may also report crimes to individuals who are not members of the Police Department or the Office of Equity and Inclusion. Other CSA's may include but are not limited to: Your TS (cessation of activity in a timely manner after the planner of a single event). This TS (cessation of activity in a timely manner after the planner of a single event). This TS (cessation of activity in a timely manner after the planner of a single event). This TS (cessation of activity in a timely manner after the planner of a single event). This TS (cessation of activity in a timely manner after the planner of a single event). This TS (cessation of activity in a timely manner after the planner of a single event).

LiveSafe—Crime Reporting

LiveSafe is a mobile safety communications platform, which provides users the tools to do something right from their mobile phones. For more information on this tool, please visit www.livesafe.com. This tool includes a mobile application that allows users to share incidents with others, receive alerts, and view incident information. To report incidents, users should use this platform.

LiveSafe will notify users of any incidents that may directly affect them, such as active shooter situations. Users will be notified via text, email, or phone call.

CCSU Emergency Notification System & Timely Warnings

Timely Warnings for Crimes

The emergency notification system is designed to provide timely warnings to the campus community in the event of an emergency. The system is activated in response to a threat or situation that may cause harm to the campus community. Timely warnings are sent through various channels, including text messages, emails, and social media.

Emergency Notifications

CCSU has an Emergency Notification System (CCSU ALERTS) that focuses on emergency notifications in campus with a primary emphasis on ensuring the timely dissemination of information to the campus community. Emergency notifications include:
- Text and email alerts
- Social media updates
- Campuswide announcements
- Notifications through the LiveSafe app

What to Expect

Emergency notifications are distributed through various channels, including text messages, emails, and social media.

When Should You Use This Tool?

The emergency notification system is designed to provide timely warnings in response to threats or situations that may cause harm to the campus community. The system is activated in response to a threat or situation that may cause harm to the campus community. Timely warnings are sent through various channels, including text messages, emails, and social media.

Notifying the System

To report crimes, you may contact the CCSU Police Department at 860-348-6111. You may also contact the Office of Equity and Inclusion at 860-348-6200.

CCSU Clary Report 2018

Reporting Crimes and Emergencies

Crimes in progress and other emergencies should be reported by dialing 911 from any phone. Whenever possible, the actual victim or witness of the crime should call directly to the police dispatch center for immediate assistance. In some cases, anonymity may prevent you from disclosing the information you have.

Emergency phones, known as "Code Blue Telephones," are strategically located across the campus and are connected directly to the police dispatch center for immediate assistance. In some cases, anonymity may prevent you from disclosing the information you have.

The CCSU PD Communications Center is staffed 24 hours a day by trained public safety dispatchers. The dispatchers receive calls from the Code Blue phones, campus locations, and others. If a call is received from the Code Blue phone, the location is immediately dispatched to. The CCSU PD Communications Center is staffed 24 hours a day by trained public safety dispatchers. The dispatchers receive calls from the Code Blue phones, campus locations, and others. If a call is received from the Code Blue phone, the location is immediately dispatched to.

When calling 911 to the CCSU PD, report all incidents in detail. The dispatcher will ask you for specific information, such as the location of the incident, the date and time of the incident, and the number and type of people involved in the incident.

CCSU Clary Report 2018

Calling for Other Police Assistance

If you are in a situation where you need assistance from another police department or agency, you should contact them directly. If a call is received from the Code Blue phone, the location is immediately dispatched to. The CCSU PD Communications Center is staffed 24 hours a day by trained public safety dispatchers. The dispatchers receive calls from the Code Blue phones, campus locations, and others. If a call is received from the Code Blue phone, the location is immediately dispatched to.

Voluntary and Confidential Reporting of Crime

Exempt as listed, the University does not have a reporting mandate for the reporting of crimes. However, if you witness or are victimized by a crime, you are encouraged to report it to the University Police Department. If you have any information about a crime, please contact the University Police Department at 860-348-6111. The University Police Department is located at 860 East Street in New Britain, CT. Reports are taken between the hours of 7 a.m. and 7 p.m., Monday through Friday.

Anonymous Reporting of Crimes

To report crimes anonymously, please visit www.ccsu.edu/police and select "Anonymous Crime Report." Enter the information.

This form is for reporting crimes anonymously to both the CCSU Police Department and other University departments as needed. The information in this form will not be seen by anyone at the CCSU campus or in the community. If you have any questions or need further information, please contact the CCSU Police Department at 860-348-6111.

This form is for reporting crimes anonymously to both the CCSU Police Department and other University departments as needed. The information in this form will not be seen by anyone at the CCSU campus or in the community. If you have any questions or need further information, please contact the CCSU Police Department at 860-348-6111.
Student Responsibilities and Crime Prevention

The enforcement and development of crime in a campus safety program is typically necessary. The potential for problems is increased when matters related to student safety are ignored. The response to the situation is critical for the institution's future. The immediate and long-term effects of crime are significant for both the institution and the community. Safety is an ongoing concern and should be addressed proactively. The implementation of a comprehensive crime prevention strategy is essential for maintaining a safe and welcoming environment.

Violent Crime

- Possession of a weapon of mass destruction or a firearm on campus is prohibited. Possession of such items is considered a violation of the institution's policies and is subject to legal penalties.
- The institution has a zero-tolerance policy for drug use and distribution on campus. Individuals found in violation of these policies will face disciplinary action, including possible expulsion.
- The institution encourages all students to report any suspicious activity or incidents immediately to the appropriate authorities.

Sexual Assault

- The institution has a zero-tolerance policy for sexual assault and harassment. Individuals found in violation of these policies will be subject to disciplinary action, including possible expulsion.
- The institution provides resources and support services for students who experience sexual assault, including counseling, legal assistance, and medical care.

Other Crimes

- Theft is a significant issue on campus. Students are encouraged to take precautions to protect their personal property, such as using locks on their dorm rooms and being aware of their surroundings.
- The institution collaborates with law enforcement agencies to investigate and resolve crimes on campus.

In Conclusion

The institution recognizes the importance of a strong and proactive crime prevention strategy. Students, faculty, and staff are encouraged to be proactive in promoting a safe campus environment. Reporting incidents promptly and seeking support services can help prevent further harm and ensure a safer campus for all.

CSU Clery Report 2018
Rights

Violence Against a Victim of Sexual Violence

- Report the incident to the Campus Police, the Office of Victim Services, or another appropriate authority.
- Assist with the investigation and provide information as needed.
- Request a restraining order or other protective measures to prevent further contact with the perpetrator.
- Participate in counseling and other support services provided by the university.
- Seek legal advice and representation to protect your rights.

Sexual Assault

- Report the incident to the Campus Police, the Office of Victim Services, or another appropriate authority.
- Cooperate fully with the investigation and provide information as needed.
- Seek medical attention if necessary.
- Participate in counseling and other support services provided by the university.
- Seek legal advice and representation to protect your rights.

Breach of Confidentiality

- Report the incident to the Campus Police, the Office of Victim Services, or another appropriate authority.
- Cooperate fully with the investigation and provide information as needed.
- Seek medical attention if necessary.
- Participate in counseling and other support services provided by the university.
- Seek legal advice and representation to protect your rights.

Other Precautions

- Protect yourself and your belongings.
- Seek medical attention if necessary.
- Participate in counseling and other support services provided by the university.
- Seek legal advice and representation to protect your rights.

Complaint Procedures

- File a formal complaint with the university.
- Cooperate fully with the investigation and provide information as needed.
- Seek medical attention if necessary.
- Participate in counseling and other support services provided by the university.
- Seek legal advice and representation to protect your rights.

Confidentiality

- Information obtained in the course of an investigation is subject to the same confidentiality requirements as any other evidence.
- Information obtained in the course of an investigation is subject to the same confidentiality requirements as any other evidence.
- Information obtained in the course of an investigation is subject to the same confidentiality requirements as any other evidence.
- Information obtained in the course of an investigation is subject to the same confidentiality requirements as any other evidence.
- Information obtained in the course of an investigation is subject to the same confidentiality requirements as any other evidence.

Dispositions

- If found guilty of a violation, the respondent may be subject to disciplinary action, including the possibility of suspension or expulsion.
- If found not guilty, the respondent may be subject to the possibility of dismissal or other disciplinary action.
- If found not guilty, the respondent may be subject to the possibility of dismissal or other disciplinary action.
- If found not guilty, the respondent may be subject to the possibility of dismissal or other disciplinary action.
- If found not guilty, the respondent may be subject to the possibility of dismissal or other disciplinary action.
Disciplinary Policies

16.1 Discipline shall be defined as corporal, suspensory, or suspension. No member shall be disciplined except for

infraction of the Student Discipline Code. The puns are defined in accordance with the Student Discipline Code.

16.2 This article does not cover the reinstatement of a suspended or a non-eligible member prior to the end of a

specified term (Article 15). This article does not serve as a refuge for employment but instead following the completion

of a specified or fixed appointment or a decision to cover a disciplinary appointment.

16.3 Action under this article may be affected by the principal for (1) "adequate cause", including but not limited to:

"actions which may be detrimental to the welfare of the students" and (2) "abandonment", as defined herein. The

principal in point of view of the student who may not suffer any loss may be reviewed in the court of a State.

16.4 Adequate Cause

"Adequate cause" means behavior demonstrating serious threat to the orderly maintenance of the student's

behavior.

16.5 Suspension of Credentials

Suspension of Credentials "practically means declaring false information or at the discretion of the

principal for suspension of the member. At first, a suspension of the member, shall be provided to AUP.

16.6 Morale Committee

Morale Committee "is committee consisting of three (3) members and five (5) students selected from the mem-

bers of the particular university by procedures developed by the Senate and approved by the President.

Disciplinary Hearing Committee

16.4 Termination Hearing Committee "is committee consisting of five (5) members elected by the members of the

particular university based upon procedures developed by the Senate and approved by the President.

16.5 If a member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.

In such case, the member shall be deemed to have participated.

16.6 If appropriate action indicates a member may be a member of the student who may not suffer any loss may be

reviewed in the court of a State.

16.7 The moratorium is at the discretion of the principal for suspension of the member. At first, a suspension of the

member, shall be provided to AUP.

16.8 If the member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.

16.9 If appropriate action indicates a member may be a member of the student who may not suffer any loss may be

reviewed in the court of a State.

16.10 If the member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.

16.11 If the member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.

16.12 If the member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.

16.13 If the member refuses to participate in any stage of the disciplinary process, he shall be deemed to have participated.
The provisions of this section shall not be interpreted to prevent a supervisor from questioning an employee at the workplace.

Section Seven. Whenever practicable, any disciplinary or disciplinary activity may be held in a manner consistent with the employee’s work schedule, with an intent to avoid unnecessary work. Any employee who is required to report to duty shall be excused from such a meeting. If the employee is not excused from such a meeting, the supervision shall be excluded from such a meeting.

Section Eight. The State reserves the right to discipline or discharge employees by the terms of the New York Civil Service. An employee may be subject to disciplinary action, including suspension or discharge, for any reason that the employer deems to be reasonable and justifiable. Any employee who is suspended or discharged shall be notified in writing of the reasons for the suspension or discharge.

Section Nine. The authority of the supervisor is final and conclusive. Any employee who is suspended or discharged shall be entitled to appeal such a decision to the Board of Examiners of the State. The Board of Examiners shall hear the appeal and make a decision in accordance with the law.

Section Ten. No permanent employee who has satisfactorily completed the performance test period shall be retained, demoted, suspended or dismissed except for just cause.

Just cause may include but is not necessarily limited to incompetence, inefficiency, neglect of duty, misconduct or insubordination.

Section Eleven. An employee may be temporarily transferred to another position for the purpose of providing relief for another employee.

Section Twelve. At the option of the State, an employee may be temporarily transferred to another position for the purpose of providing relief for another employee.

Section Thirteen. If an employee is suspended or dismissed, the employee shall not be entitled to any of the following:

(a) back pay
(b) seniority rights
(c) continuance of any medical or other benefits
(d) any other benefits

Section Fourteen. The State reserves the right to discipline or discharge employees by the terms of the New York Civil Service. An employee may be subject to disciplinary action, including suspension or discharge, for any reason that the employer deems to be reasonable and justifiable. Any employee who is suspended or discharged shall be entitled to appeal such a decision to the Board of Examiners of the State. The Board of Examiners shall hear the appeal and make a decision in accordance with the law.

Section Fifteen. If an employee is suspended or dismissed, the employee shall not be entitled to any of the following:

(a) back pay
(b) seniority rights
(c) continuance of any medical or other benefits
(d) any other benefits

Section Sixteen. The State reserves the right to discipline or discharge employees by the terms of the New York Civil Service. An employee may be subject to disciplinary action, including suspension or discharge, for any reason that the employer deems to be reasonable and justifiable. Any employee who is suspended or discharged shall be entitled to appeal such a decision to the Board of Examiners of the State. The Board of Examiners shall hear the appeal and make a decision in accordance with the law.
CCSU Cloyce Report 2018

Section Five. The grievance procedure shall be the exclusive forum for resolving disputes over disciplinary action and will supersede any preceding forum.

Section Six. Employee Conduct for Discipline. Whenever it becomes necessary to discipline an individual employee, such employee shall be subject to this procedure and the aggrieved employee shall have the right to appeal to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.

Section Seven. Investigation. An employee who is being investigated concerning an incident in which such employee shall be subject to this procedure in accordance with the provisions of the Board of Trustees of the University of California. The aggrieved employee shall be informed of the charges and the right to an attorney of his or her own choosing prior to the hearing or any settlement negotiations.

Section Eight. Written Notice. The aggrieved employee shall be given written notice of the charges and the right to an attorney of his or her own choosing prior to the hearing or any settlement negotiations. The aggrieved employee shall have the right to appeal to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.

Section Nine. Written Report. A written report of the investigation and any disciplinary action shall be submitted to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.

Section Ten. Review. An employee shall be entitled to review and to be present at the hearing or any settlement negotiations. The aggrieved employee shall have the right to appeal to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.

ARTICLE 14 DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section One. No employee shall be suspended, demoted, or demoted except for cause. No employee shall be suspended, demoted, or demoted except for cause. No employee shall be suspended, demoted, or demoted except for cause. No employee shall be suspended, demoted, or demoted except for cause.

Section One. No employee shall be suspended, demoted, or demoted except for cause. No employee shall be suspended, demoted, or demoted except for cause. No employee shall be suspended, demoted, or demoted except for cause.

ARTICLE 15 NON-CONTINUATION, DISMISSAL, DEMOTION AND TERMINATION

Section Eight. C.C.G.S. Section l-52 and the applicable apprenticeship programs shall be in effect on January 1, 1994 and as such are incorporated by reference.

Section Nine. Section 5-50 and the applicable apprenticeship programs shall be in effect on January 1, 1994 and as such are incorporated by reference.

Section Ten. A Notice of Non-continuation, demotion, or other disciplinary action shall be served on the employee in writing and in the manner specified by the Board of Trustees of the University of California. The aggrieved employee shall have the right to appeal to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.

ARTICLE 16 NON-CONTINUATION, DISMISSAL, DEMOTION AND TERMINATION

Section Eight. C.C.G.S. Section l-52 and the applicable apprenticeship programs shall be in effect on January 1, 1994 and as such are incorporated by reference.

Section Nine. Section 5-50 and the applicable apprenticeship programs shall be in effect on January 1, 1994 and as such are incorporated by reference.

Section Ten. A Notice of Non-continuation, demotion, or other disciplinary action shall be served on the employee in writing and in the manner specified by the Board of Trustees of the University of California. The aggrieved employee shall have the right to appeal to the nearest appropriate administrative board of the organization in accordance with the provisions of the Pinnacles Park/Institute for Education.
Hate Crime Offenses

Federal law also requires that all hate crimes be recorded under the standard categories noted. These crimes are further broken down based on the nature of the bias, for example, race, gender, religion, sexual orientation, disability, and others.

<table>
<thead>
<tr>
<th>Clery Reportable Hate Crime Offenses</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bias</td>
<td>Number</td>
<td>Crime Type</td>
<td>Location</td>
</tr>
<tr>
<td>Racial</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Religious</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Gender</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Disability</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>National Origin</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Domestic Violence, Dating Violence and Stalking Offenses

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>DOMESTIC VIOLENCE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weapons</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Guns</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Explosives</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weapons</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Guns</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Explosives</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Violence Against Women Act

The Violence Against Women Act (VAWA) is the cornerstone of our nation’s response to domestic and sexual violence. VAWA, 42 U.S.C. 13802, and the implementing regulations provide essential services for the survivors of domestic violence, sexual assault, dating violence, and stalking – including law enforcement, survivors, immigrant, LGBT, college students, and youth, and public housing residents.

Definitions

The definitions listed below are used for the purposes of complying with Clery Act statistics. These may or may not differ from our institution’s local policies.

Domestic Violence: A felony or misdemeanor crime of violence committed—(A) by a person or former spouse or intimate partner of the victim, (B) by a person who is or was cohabiting with the victim as a spouse, (C) by a person who is or was a member of the victim’s household, (D) by a person who is or was a member of the victim’s immediate family, including a parent of the victim, or (E) by a person who is or was a person or family or intimate partner of the victim, or (F) by any other person against an adult or youth victim who is battered or was battered or who is a sexual victim or was a sexual victim, and that is committed to乘坐 the victim’s complete, ongoing, or former intimate relationship with such person.

Dating Violence: Violence committed by a person who is or was in a consensual, cohabiting, or intimate relationship with the victim. The existence of such a relationship shall be based on the reporting party’s statements and with consideration of frequency of interactions between the persons involved in the relationship.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person’s safety or the safety of others or suffer substantial emotional distress. For purposes of this definition—(1) Course of conduct means two or more acts, including, but not limited to, acts which the stalking occurred, occurred, or threatened, directly, or indirectly, by any written or verbal communication, or any other manner of electronic or non-electronic conduct, and (2) Substantial emotional distress means significant mental suffering or anguish that may, but not necessarily, require medical or other professional treatment or counseling.

Arrests and Disciplinary Action for Weapon, Drug, and Liquor Violations

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEAPONS: Carrying, Possessing, etc.</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>DRUG LAW VIOLATION</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LIQUOR LAW VIOLATION</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Name</td>
<td>Year</td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>Building 1</td>
<td>2016</td>
<td></td>
</tr>
<tr>
<td>Building 2</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td>Building 3</td>
<td>2018</td>
<td></td>
</tr>
</tbody>
</table>

**Campus Fire Safety**

- Fire Prevention
- Fire Protection
- Fire Alarm System
- Fire Extinguisher
- Fire Sprinkler System
- Fire Drill Procedure

This section includes:

**Central Union College**

Annual Fire Safety Report 2018
CHARACTER REQUIREMENTS

In order to ensure the continued safety of our citizens, the following character requirements must be met by all who apply:

1. Must be a U.S. citizen or a legal resident with a valid work permit.
2. Must possess a valid driver's license and a clean driving record.
3. Must be in good physical health, as determined by a medical examination.
4. Must be free of any criminal convictions.
5. Must be able to work nights, weekends, and holidays.
6. Must be able to pass a background check and drug test.

SELECTION PROCESS

A thorough review of the application will be conducted to determine eligibility.

APPLICATION REQUIREMENTS

- A completed application must be submitted online.
- A current photo and signed statement must be included.
- A copy of all relevant educational and work experience must be provided.
- A clearance from any previous employer must be submitted.

QUALIFICATIONS

MINIMUM QUALIFICATIONS

- Must possess a high school diploma or equivalent.
- Must have at least 2 years of relevant work experience.
- Must be proficient in using basic computer software.

EXPERIENCE

- Must have experience working in a law enforcement or related field.
- Must have experience working with the public.
- Must have experience in customer service.

SKILLS

- Must possess strong communication and interpersonal skills.
- Must have the ability to work independently.
- Must be able to work in a fast-paced environment.

KNOWLEDGE

- Must have knowledge of laws and regulations.
- Must have knowledge of crime prevention techniques.
- Must have knowledge of the department's policies and procedures.

The City of [City Name] - Department of Administrative Services

In accordance with the requirements outlined in the job description, the position of [Job Title] is available.

Examples of Duties

- Responsible for the [specific duties]
- Performs [specific tasks]
- Interacts with [specific personnel]

Nature of Work

[Job Title] is responsible for the [specific duties]. This position requires a high level of [specific skills]. The work is performed under the general supervision of [supervisor's name].