AVAILABILITY ANALYSIS Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

- (1) To examine the job content of each office position and position classification within an occupational category
- (2) To identify a relevant labor market area
- (3) To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted

In calculating availability, the following information and data sources were consulted and utilized:

- (1) Employment data Census 2014-2018, EEO data tool. (US, Connecticut, and Hartford County LMA)
- (2) Unemployment data This is no longer a source used in the Affirmative Action Plan.
- (3) Digest of Educational Statistics November 2021 (all faculty ranks) and September 2021 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022
- (5) Race and sex composition of employees in promotable and/or transferable positions.

Note:

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

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.

In the 2013, AA Plan review, this section was found to comply with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, utilization analysis, the category of Protective Services has been modified solely based on EEO category designation and not numerical analysis. The category of Protective Services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past five submissions, there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

								AVAILABILITY ANALYSIS	MALYSIS										
OCCUPATIONAL CATEGORY: JOB TITLE:	×		EEO 1 - E All Titles	Executive 3	EEO 1 - Executive/Administrative All Titles				REPO LABO	REPORTING DATE: LABOR MARKET AREA:	E: AREA:			07/31/22 Statewide	07/31/22 Statewide/National	ional			
FACTOR	JR	TOTAL MALE	TOTAL FEMALE	JLE	WHITE MALE	WHITE	WHITE FEMALE	E BLACK MALE	18	BLACK FEMALE	i i	HISPANICMALE		HISPANIC FEMALE	EMALE	AAIANHNPI MALE	1000 ASS	AAIANHNPI FEMALE	FEMALE
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1. Employment data in the applicable LMA	applicable LMA	ES3306	64.8 10	6.5	2000 HISSE 2000 HISSE			10	SHAM		8000	10	Cital Meth		0.7	OI.	ESECUTOR.		0.3
2. Unemployment in Applicable LMA	able LMA	0	0 0	200000	0			0 0			X	0 0	2000		0.0	0	33.00	<u> </u>	0.0
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5.Client Pop. Figures																			
6.Educ/Tech Tng Figures				03769															
7. Other Source (Specify)		42.3 80 33.8	57.7 80	46.2	33 80 26.4	42.2	80 33	33.8 3.9 80 3	3.1 7.1	80	5.7	2.8 80	2.2 4.5	08	3.6	2.2 80 1.8	3.0	80	2.4
8. Other Source (Specify)	a Constitution of the								220021 40	┝	(2)B(4) B		10000000155	-			4895H0FF13	╂┷┼	
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Employment Data - Censu.	, 2014-2018, EEO Data	Employment Data - Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)	Administrator	rs (11-90	30/0230)														
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Total	947350	333815	613535		245495	42	428570	37935		83960	1	31005		63595	S	13005		25150	0
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US Dept. Ed. National Ceni	er for Education Static	US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022 - Management Table 314.40	2 - Managemen	nt Table	314.40						-			Ì		875		6	
Management	255575	108215	147360	-	84249	 	107965	10046		18215		7113	_	11413	, m	5522		7611	
	0	0	0		0		0	0		0		0		0		0		0	
Total	255575	108215	147360		84249	20	107965	10046		18215		7113		11413	3	5522		7611	1
Percentage	100.0%	42.3%	27.7%		33.0%	4.	42.2%	3.9%		7.1%		2.8%		4.5%		2.2%		3.0%	9
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ri rach two minimus						ing area	is Natio	The hiring area is Nationwide for this job category. Education	category.	Educatio	ے	1,007	42.00	1	1			1	
the Applicable Labor	Census 2014-2018	Census 2014-2018, EEO Data Tool, US Total, Education Administrators	otal, Educatio	n Adm		strators	choser	administrators chosen as titles at the University EEO 1 level are highly	versity E	EO 1 level	are hig	hly advano	ue weign ad degrei	t as exe se and r	cutive/#	10% value weigm as executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are	SITIONS 8	of hires	require
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Unemployment in																			
Applicable Labor Market Area												This is r plan.	o longer	a data s	ource a	This is no longer a data source available to use for the Affirmative Action plan.	r the Af	firmativ	e Action
Promotable Transferable	CCSU Workforce , Faculty Ranks V &	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	cation: Profe	ssional		Precise figures in promotable job title. Some Administrator i dean searches.	for con positior e promo V and V	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	exual consons are foot are foot are foot are foot are foot are to a due to a	nposition illed by hi n the leve umber of	of pers res in tl I of acaden		.10% value weight. Most positions in hires. However, an occasional prom Administrator V & VI and Professors.	t. Most an occa & VI and	position sional p i Profesi	10% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.	y are fill ccur froi	ed thou m the le	gh ivel of
OTHER SOURCE	US Dept. of Ed IPE February 2022	US Dept. of Ed IPEDS Data Nov 2019-Table 314.40: Management- February 2022	ile 314.40: M	fanager		ring area istrators titive an	is Natir choser d are of	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar	category versity El nally fro	Educatio EO 1 level m similar	n are hig		ue weigh ed degree d primar	nt as Exe	cutive// elevant/ igh nativ	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently	sitions ace. Mo:	at CCSU st hires sen curr	require are ently
"AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IN INDIAN, ALASKA NATIV	T HAWAIIAN NATIVE PACIFIC			postuo	postaons/rancuous.	HOUS.					empioy	empioyed at the University level.	Conver	ity level				

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OCCUPATIONAL CATEGORY:	٠,				H .	EEO 2 - Faculty	<u>t</u>							REPO	REPORTING DATE:	REPORTING DATE:				07/31/22		-						
JOB TITLE:					P	Protessor								TABL	A MAR	AEI ARE			7	ratewic	e, ivatio	IPu						Ī
FACTOR	œ	¥	TOTAL MALE		TOTAL	TOTAL FEMALE		WHITEIMA	MALE	WHI	WHITE FEMALE	UE .	BLACK MALE	8	BLACK FEMALE	MALE	HIS	HISPANICMALE	HISPA	HISPANIC FEMALE	V2025.	AAIANHNPI MALE		AAIANHNPI FEMALE		TWO OR MORE TWO OR MORE	RETWO	JR MORE
		æ	עישיע		RS V	VW WF	388	RS VW	ΔM	ম	ΛŅ	WF	RS VW WF	8	W.	WF	RS	VW WE	83	MΛ	WF	RS VW WF	8	ΜΛ	WF	RS VW WF		RS VW WF
1. Employment data in the applicable LMA	pplicable LMA	787	O	0.0 51	51.6	0	0.0	36.2 0	0.0	37.9	Ö	0.0	1,7 0 0.0	3.8	٥	0.0	2.4	0.0	2.4	0	0.0	7,2 0 0.0	6.4	0	0.0	0 0 60	0.0	0 0.0
2. Unemployment in Applicable LMA	able LMA	08	o	55/5/27				0 00	0.0	0.0			0,0 0 0,0	0.0	0	0.0	0	0 0.0	0.0	0	0.0	0.0 0 0.0	0.0	6	0.0	0.0	0.0 0.0	0.0
3.Promotable/Fransferable Percentage	Percentage	23.7	ß	5880	<u> </u>		-	35,1 95	33.3	33.6		5800	95	3.0	56	2,9	1.5	95 1.4	5.2		4.9	14.2 95 13.5	3	55	4,3	0.0 95 0	0.0 0.0	95 0.0
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7. Other Source (Specify)		64,8	5	32 35	35.2	5 1	1.8	50.9 5	25	27.8	īu	1.4	23 5 0.1	1.7	'n	0.1	2.5	T:0 S	3.6	5	0.1	8.7 5 0.4	3.7	'n	0.2	0.4 5 0	0.0	5 0.0
8. Other Source (Specify)												Aleka A									2.00				163056			
FINAL AVAILABILITY BASE PERCENTAGE	ERCENTAGE		5	54.2		45	45.8		35.8			33.3	3.0	0		3.0		1.5			5.0	13.9	6		4.5	0	0.0	0.0
Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	2014-2018 EEO Data	a Tool, S	tatewide Di	ata, Con	necticut	t, Post S	econda	ary Teachers	; (SOC 2	1000/2	205)																	
SOC 251000/2205	19955	_	9996	\vdash	197	10295	H	7225			7555	-	345	_	755			485		485		1430		1285	-	175		215
Title	0	_	٥	_		0	-	0			0		0		o			0		0	H	0		٥		0	_	0
Total	19955		9996		10.	10295	H	7225			7555		345		755			485		485		1430		1285		175	_	215
Percentage	100.0%		48.4%	\dashv	51	21.6%	-	36.2%			37.9%		1.7%	4	3.8%	ا م		2.4%		2.4%	-	7.2%		6.4%		0.9%		1.1%
Promotable/Transferable Pool - 07/31/2022	Pool - 07/31/2022			-							and the second										-	;	-				-	***************************************
Associate Professor	134	4	72	1	"	2	+	47			\$	+	4	1	4			7		.	\dagger	19	+	ام	†	۰	-	٥
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Total	134		72		"	29	-	47			45	-	4	+	4		1	2		, ,	1	139		٥		٥	+	0
Percentage	100.0%		53.7%	\dashv	46	46.3%	\dashv	35.1%			33.6%	-	3.0%	-	3.C.X	ا		1.5%		2.7%		14.2%	-	4.5%		-	_	5
Digest of Ed. Statistics, Table 315.20, November 2021: Professor	Me315.20, November	r 2021:	Professor	-			-					-	2000	-	7070			4677		.000	+	15014	-	2002	-		-	
Professors	183594	_	0	+	آ [8	0	-	13541	Ī		70776	+	44.14	+	976					7007	\dagger	*****		3	T	134	_	2000
Total	183594	-	118967	-	19	64627	+	93511			51101		4211		3186	9		4577		2982	-	15914		6805		754	L	553
Percentage	100.0%		64.8%		X.	35.2%	\vdash	20.9%			27.8%		2,3%	\sqcup	1.7%	×		2.5%		1.6%		8.7%		3.7%		0.4%		0.3%
FACTOR:	SOURCE CONSULTED:	ILTED:							BASIS	OF SEL	ECTION	V: GEO	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	EA/JOB	TITLE			REASONS FOR WEIGHTING THE FACTOR:	OR WEIG	SHTING	THEF	ACTOR:						
Employment data in the Applicable Labor Market Area	Census 2014-2018 EED Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	EEO Dat .000/220	a Tool, Stat 5)	ewide D	ata, Cor	nnectica	ıt, Post	Secondary		ng area } recruitec ties, spec	s Nationw 3 from wit zifically ot	vide for th thin the s ther state	The hirtig area is Nationwide for this job category, However, a small percentage if any may be restuited from within the state of Connecticut employment pool from other universities, specifically other state universities.	wever, a : : employm	small per nent poo.	centage from otl	fany	0% value weigh relevant/currer. No value weigh	it as profer it experier t is given a	ssor posit ice. Mos is most p	ions at C t hires an ositions a	ON value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most bires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.	ed degrees / through n ion.	and atlonai ses	arches.			
Unemployment in Applicable Labor Market Area										·								This is no longe	r a data sc	surce for	the Affire	This is no longer a data source for the Affirmative Action Plan.						
Promotable/ Transferable	2022 CCSU Workforce Analysis by Job Classification: Associate Professor	ze Analysi:	s by Job Clas:	sification:	: Associa	te Profe	SSOF		Precise position bangain	figures firs. Is. The n Ing and t	or comput najority or he promo	ting racia if these pu otlonal an	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective largaining and the promotional and tenure process.	isition of p	on annua	n promot illy via co	able lective	95% value weight. Value weight is processes in place at the university.	tht, Value see at the	weight is university	higher ft.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.	o promotic	snal and te	anure			
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2021: Professor	cs, Table 3	115.20, Nove	mber 202	1: Profe	15SOF			The Hir profess	ing area or level≀	is Nations sre a comi	wide for t mon recr	The Hising area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	rsons cur.	rently en	npioyed 2	t the	5% value weight. Professor positions at CC relevant/current experience. A small value promotion. Occasionally a hire may occur it changed from 264 to 315.20 for the Digest.	nt. Profess nt experies casionally: 264 to 315	nce. A sn a hire ma	ons at CC sall value y occur ti e Digest.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches. Table number changest from 264 to 315.20 for the Digest.	d degrees a nost positio irches. Tabl	nd signific ons are fille ie number	ant d via			
	MANUAL																			ĺ								

OCCUPATIONAL CATEGORY: 10B TITLE:	FACTOR
EEO 2 - Faculty Associate Professor	TAL MALE TOTAL
CENTRAL	WHITE MALE WHITE FEMALE
CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS REPORTING D LABOR MARK	BLACK MALE BI
E UNIVERSITY ISIS REPORTING DATE: LABOR MARKET AREA:	FEMALE WHITE MALE WHITE FEMALE BLACK MALE BLACK FEMALE HISPANIC MALE HISPANIC FEMALE ANIANHINI
07/31/22 Statewide/National	HISPANIC MALE HISPANIC FEMALE AAIANHNPI MALE

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3.Promotable/Transferable Percentage 2. Unemployment in Applicable LMA

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Employment data in the applicable LMA

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6.Educ/Tech Tng Figures 7. Other Source (Specify) 8. Other Source (Specify)

5.Client Pop. Figures 4.Pop. in the LMA

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FINAL AVAILABILITY BASE PERCENTAGE

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (S	2014-2018 EEO Data T	ool, Statewide Data, Co	nnecticut, Post Second	lary Teachers (50	:OC 251000/2205)						1
SOC 251000/2205	19955	0996	10295	7225	7555	345	755	485	485	1430	1285
Title	0	0	0	0	0	0	0	0	0	0	0
Total	19955	0996	10295	7225	7555	345	755	485	485	1430	1285
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%
Promotable/Transferable Pool - 07/31/2022	3001 - 07/31/2022										
Assistant Professor	28	22	31	1.4	22	2	3	2	1	6	w
Title	0	0	0	0	0	0	0	0	0	0	0
Total	58	22	31	14	22	2	3	2	1	0	ro.
Percentage	100.0%	46.6%	53.4%	24.1%	37.9%	3.4%	5.2%	3.4%	1.7%	15.5%	8.6%
Digest of Ed. Statistics, Table 315.20, November 2021: Associate Professor	le 315.20, November 2	021: Associate Profess	or								
Associate Professor	155059	82087	72972	60873	54272	4343	5199	4269	3803	11821	8865
	0	0	0	0	0	0	0	0	0	0	0
Total	155059	82087	72972	60873	54272	4343	5199	4269	3803	11821	8865
Percentage	100.0%	52.9%	47.1%	39.3%	35.0%	2.8%	3.4%	2.8%	2.5%	7.6%	5.7%
FACTOR:		SOURCE CONSULTED:	:ULTED:		BASIS OF SELECTION	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	AREA/JOB TITLE:		REASONS FOR W	REASONS FOR WEIGHTING THE FACTOR:	OR:
Employment data in	Census 2014-2018	Census 2014-2018 EEO Data Tool, CT Total, Post Secondary Teachers	otal, Post Secondary	Ť	The hiring area is nationwide for this job category. However, a small	vide for this job categ	zory. However, a small	5% value weig	ht as associate proi	5% value weight as associate professor positions at CCSU require	CSU require
the Applicable Labor	(251000/2205)			<u>g</u>	percentage may be recruited from within the state of Connecticut	ited from within the	state of Connecticut	advanced degi	rees and relevant/c	advanced degrees and relevant/current experience. Most hires are	Most hires are
Market Area				er	employment pool from other universities.	ther universities.		recruited prim	recruited primarily through national searches.	nal searches.	
Unemployment in Applicable Labor Market Area								This data sour	ce is no langer use.	This data source is no longer used for the Affirmative Action Plan.	Action Plan.
Promotable/ Transferable	2022 CCSU Workfo Professor Rank (Do	2022 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank (Does not include instructor)	Classification: Assista uctor)		Precise figures for computing racial and sexual composition of persc in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	Iting racial and sexua About half of these ratant Professor level a	Precise figures for computing racial and sexual composition of persons 70% value weight. Value weight is higher for promotions due to the in promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	70% value wei promotional a	ight. Value weight ind tenure process	70% value weight. Value weight is higher for promotions promotional and tenure process in place at the university	ons due to the rsity.
OTHER SOURCE	Digest of Ed. Statist Professor	Digest of Ed. Statistics, Table 315.20, November 2021: Associate Professor	ovember 2021: Assi		The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	vide for this job categ e professor level are	gory. Persons currently a common recruitment	25% value wei advanced degi recruited prim	25% value weight. Associate Professor positic advanced degrees and relevant/current exper recruited primarily through national searches.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	CSU require Most hires are
*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IN INDIAN, ALASKA NATIVE,	; HAWAIIAN NATIVE, PACIFI	CISLANDER		***************************************						

					1	CENTI	CENTRAL CONNECTICUT STATE UNIVERSITY	UNIVERSITY						
							AVAILABILITY ANALY	SIS						
OCCUPATIONAL CATEGORY: JOB TITLE:	£		EEO 2 - Facuity Assistant Profes	ssor (including Instruc	tor)			REPORTING DATE: LABOR MARKET AREA:	u ·		07/31/22 Statewide/National	Vational		
FACTOR	¥	TOTAL MALE	TOTAL FEMALE	WHITE MALE	IHM.	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANICIMALE		HISPANIC FEMALE	AAIANHNPI* MALE		AAIANHNPI" FEMALE
		RS VW WF	RS VW WF	RS VW	WF RS	VW WF	RS VW WF	RS VW WF	F RS VW	WF	RS VW WF	RS VW	WF RS	VW WF
1. Employment data in the applicable LMA	spplicable LMA	10	51.6 10 5.2	36.2 10	3.6 37.9	10 3.8	2.7 10 0.2	3.8 10 0.4	2.4	10 0.2	2.4 10 0.2	7.2 10	0.7 6.4	10 0.6
2. Unemployment in Applicable LMA	sble LMA		0	0 0	0 0:0		0.0 0.0	0 0 0.0	0	lamaticales	_	0 0	40000	0 0.0
3. Promotable/Transferable Percentage	Percentage	0	c		***	0,0	0.0 0 0.0	0	0	HUSSHING.	0 0 0.0	0 0	HORIGIS	0.0
4.Pop. in the LMA	***************************************												100000	
5.Client Pop. Figures														
6.Educ/Tech Ing Figures														
7. Other Source (Specify)		45.4 30 13.6	54.6 30 16.4	31.8 30	9.5 38.3	30 11.5	2.9 30 0.9	4.9 30 1.5	5 2.8 30	8.0	3.2 30 1.0	7.2 30	2.2 7.2	30 2.2
8. Other Source (Specify)		- 60	60	28.7 60			90	9	3,7	2.2		5.7 60	6262	
FINAL AVAILABILITY BASE PERCENTAGE	PERCENTAGE	43.9	56.1		30.3	37.0	3.0	5.7	,	3.2	4.3		6.3	7.4
Employment Data - Census	2014-2018 EEO Data	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205	cut, Post Secondary Teach	ers (SOC 251000/2205)										
SOC 251000/2205	19955	0996	10295	7225		7555	345	755	485		485	1430		1285
Title	0	0	0	0		0	0	0	0		0	0		0
Total	19955	9560	10295	7225		7555	345	755	48:	2	485	1430		1285
Percentage	100.0%	48.4%	51.6%	36.2%		37.9%	1.7%	3.8%	2.4%	%	2.4%	7.2%		6.4%
Promotable/Transferable Pool	1	***************************************												
Title	٥	0	0	0		0	٥	0	0		0	0		0
Total	0	0	0	0		-	0	0				0	_	0
Percentage	0	0	0			0	0	0	0		5	0		0
Ligest of Ed. Statistics, Table 3.15.20, November 20.21; Assistant Professor	ale sas.co, november	2021: Assistant Professor	20100	Acros 1		00000	7007	2026	00//		2300	11270		11426
Assistant Professors	157053	7,000	10700	30234		00400	4224	9697	0.55	2	2700	11370		11430
Total	100.08/	77PPP	/9709	21 667		39.3%	700 4	760 V	708 6	2	3 3%	7 3%		7 2%
Direct of Ed. Section of April 224 20 December Contemporary	od lescaped of Nee of	State Contonbor 2021										ì	_	
National Data	166228	70728	95500	47673	-	60180	5149	10576	6187	7	8681	9470	-	12815
Total	166228	70728	95500	47673		60180	5149	92501	6187	7	8681	9470		12815
Percentage	100.0%	42.5%	57.5%	28.7%		36.2%	3.1%	6.4%	3.7%	%	5.2%	2.7%		7.7%
								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
FACTOR:		SOURCE CONSULTED	VSULTED:		BA.	SIS OF SELECTIC	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB 111 LE:	REA/JOB TILLE:	T		REASONS FI	REASONS FOR WEIGHTING THE FA	FACTOR:	
Employment data in the Applicable Labor Market Area	Census 2014-2018	Census 2014-2018 EEO Data Tool, CT Total, Post Secondary Teachers (251000/2205)	ost Secondary Teachers	·	The hiring area is I may be recruited I other universities.	s nationwide fo. I from within th s,	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	wever, a small per : employment pool		10% value weight as assist: degrees and relevant/curri through national searches.	ht as assistant p evant/current e: il searches.	10% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	CCSU requir s are recruit	e advanced ed primarily
Unemployment in														
Applicable Labor									E	is data source	a is no longer us	This data source is no longer used in this Affirmative Action Plan.	Action Plan.	
Market Area														
Promotable/ Transferable	There is no longer a promored now a part of this category	There is no longer a promotable pool for this category as instructor positions are now a part of this category	s category as instructor		N/A				<u>%0</u>	value weigh	t as there is no 2	0% value weight as there is no available promotable pool	pool.	
Digest of Educational Statistics	Digest of Ed. Stati November 2021.	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2021. Table prepared November 2021.	nt Professor. Fall 2021.		rhe hiring area le the assistant pro	s nationwide for fessor level are	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	rsons currently em nt pool.		30% value weight. Assistar degrees and relevant/curre through national searches.	ht. Assistant pri evant/current e. il searches.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	CSU require s are recruit	advanced ed primarily
Dispet of Editorial	Digest of Educatic	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred 2019-2020	Doctoral degrees confe	1	The hiring area is	s nationwide for	The hiring area is nationwide for this job category. Most positions are filled by	st positions are fil		% value weig.	ht. Assistant pro	60% value weight. Assistant professor positions at CCSU require advanced	CSU require	advanced
Statistics	data.				candidates who c related field.	currently posse	candidates who currently possess their terminal degrees; most often a Ph.D. in related field.	ees; most often a f	æ	degrees and relevant/curn through national searches.	evant/current e	degrees and relevant/current experience. Most hires are recruited primarily through national searches.	s are recruit	ed primarily
*AAIANHNPI = ASIAN, AMERICA	'N INDIAN, ALASKA NATIV	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	DER											

								CENTR	CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS	TATE UNI	IVERSITY								
OCCUPATIONAL CATEGORY: JOB TITLE:			₩ S	EEO 2 - Faculty Coaching	Ąį					# 5	REPORTING DATE: LABOR MARKET AREA:	DATE: KET AREA	u		07/31/22 Statewide/	07/31/22 Statewide/National(NCAA)	2		
FACTOR		TOTAL MALE	TOTAL	TOTAL FEMALE	M .	WHITE MALE	WHI	WHITE FEMALE	BLACK MALE	Щ	BLACK FEMALE	MALE	HISPANIC MALE	HISP	HISPANIC FEMALE	E AAIANHNPI MAIE		AAIANHNPI FEMA! E	I FEMA! E
		RS VW WE	30000	VW WF	~	VW WF	12.	VW WF	RS VW	5	RS VW	WF.	RS VW WE		VW WF		t	RS VW	W.
1. Employment data in the applicable LMA	olicable LMA	1.9 01 6.09	1.68	10 3,9		10 4.8	32.5	10 3.3	4.2 10	SASSE.	2.4 10	-	10	10000	-	1.4	0.1	┼	┈
2. Unemployment in Applicable LMA	le LMA	0 0 0.0	0	0.0	0	0'0 0	0	0.0		0.0	0				-	0		-	1
3. Promotable/Transferable Percentage	ırcentage	0	O	0,0			0	0.0	0	w Bedar		-	0	500		o	-	\vdash	
4.Pop. in the LMA				├			80000					 			\vdash		-	-	
5.Client Pop. Figures																			
6.Educ/Tech Tng Figures							(6336												
7. Other Source (Specify)		74.1 90 66.7	25.9	90 23.3	3 56.7	90 51.0	20.4	90 18.4	13.3 90	12.0	3.8 90	3.4	3.0 90 2.7	1.2	90 1.1	1.0 90	6.0	0.5 90	0.5
8. Other Source (Specify)														100000	\vdash				
FINAL AVAILABILITY BASE PERCENTAGE	RCENTAGE	728		27.2	2	55.8		23.7		12.4		3.6	3.2		1.3	.3	1.0		0.6
Employment Data - Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/2721); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)	cut Occupational Stat	istics, 2014-2018 Athle	etes, Coache	s, Umps &	k Related	Norkers (27-	2020/272:	1); Ent. & Pe	arf Sports & Rel. Wo	orkers (2)	7-20XX/27	(00)							
27-2020/2721	4900	3095	1.	1805		2385		1570	335	-	105		180		35	77	70	80	
27-20XX/2700	6239	3725	2.	2574		3035		2065	135		160	. (385		200	8	85	69	
Total	11199	6820	4	4379		5420		3635	470		265	15	595		235	15	155	149	6
Percentage	100.0%	60.9%	35	39.1%		48.4%		32.5%	4.2%		2.4%	%	2.0%		2.1%	1.4%	%t	1.3%	%
Promotable/Transferable Pool																			
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	0	0		ا	\downarrow	0		٥	0		0	***************************************	0		0	0	0	0	
Total	0	٥				0		0	0		(م		0		0	0	0	٥	
Percentage	0	0		0	4	0		0	0		^		0		٥	°		٩	
NCAA Data - All head coaches and assistant coaches in related sports 2019-2020 data	and assistant coache	es in related sports 20.	19-2020 data		-											-			
Coaching	12508	9266	mi	3242		7097		2557	1665		478	_	376		147	12	128	909	
	0 0	0 0		0		ם גיטטג	-	0 2	1667	+	0 8		0 5		0 !;	0 ;		0	
Derrentage	100 0%	74.1%	2, 2,	3242 75 9%	-	767%		20.4%	13 3%		4/8	× ×	3/6	_	1 2%	128	128	09	٥
250100101	2000			2		27.00		2/107	2000		25	,	870.0		0/300		80	CO	ę
FACTOR:		SOURCE CONSULTED:	VSULTED:			П	BASIS	OF SELEC	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	HICALA	REA/JOI	3 TITLE:		REA	SONS FOR	REASONS FOR WEIGHTING THE FACTOR:	THE FACTO	R:	
Employment data in the Applicable Labor Market Area	Connecticut Occupationa Umps & Related Workers Workers (27-20XX/2700)	Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/2721); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)	2014-2018 , 721); Ent. &	Athletes, ? Perf Sp	, Coache. oorts & Ro		hiring an tions are sion 1 costire prior	The hiring area is typicall positions are filled from I Division 1 coaching relate require prior experience.	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.	or this joint effort but effort bughly	ob catego ts within competii	ory; how the state ive and	/er,	weight a evant/cu are recn	is Division irrent expe uited prim		ng related positions at CCSU A lower value weight is give as ough national searches.	ons at CC eight is g arches.	SSU ive as
Unemployment in Applicable Labor Market Area													Informatio	n not pr	ovided for	Information not provided for this Affirmative Action plan period.	ive Action p	lan perio	Ġ.
Promotable/ Transferable	N/A					Pror posi toge	notions v tions wit ther.	vould be f hin the cat	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	ategory in all title	due to n es being	umber c evaluate	ıf 0%						
NCAA - Division 1 - Coaching	NCAA Division 1 - Assistant Coaches	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports) 2019-2020 Data	phics Searc 2019-2020	h (Head Data	Coaches		'uitment vision 1 !	for Divisio sports and	cruitment for Division 1 positions comes f Division 1 sports and sports related fields.	nes fron ields.	n those v	/ith expe	ence	weight a	ss most po hose who	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.	n the Unive , coaching D	rsity's co ivision 1	aching sports.

CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS

Participal Par
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28.5 6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0
1. Employment data in the applicable LMA

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OCCUPATIONAL CATEGORY: JOB TITLE:	æ		ω∢	EEO 4 - Clerical All Titles excep	EEO 4 - Clerical All Titles except Sec 2					REPORTING DATE: LABOR MARKET AREA;	NG DATE: ARKET AR	ŒĄ:			07/3 Hart	07/31/22 Harfford County	≱							
														No.			Water Market Mark	80698899986			New York Commence of the Comme	Constitution of the Consti		Т
FACTOR	X	TOTAL MALE	TOTA	TOTAL FEMALE	E WHITE MALE	ALE	WHITE FEMALE	FEMALE	BLACKMALE	BLACK	BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE	FEMALE	AAIANH	AATANHNPI MALE	AAIANHNPI FEMALE	PI FEMAL		RMORET	TWO OR MORETWO OR MOR	쀭
		RS VW WF	RS	× ×	WF RS VW	WF	RS	VW WF	RS VW WF	SS.	VW WF	/F RS	Š	WF	RS VW	WF.	RS	VW WF	RS	VW WF	RS	VW WE	RS VW V	WF
1. Employment data in the applicable LMA	applicable LMA	25.2 50 12.5	74.8	50	37.4 15.3 50	7.7	49.2 5	50 24.6	5 4.6 50 2.3	11.8	50 5.9	8.8	50	1.7	9.2 50	4,6	1.5	50 0,8	2.5	50 1.3	60	50 0.2	2.2 50 1	ij
2. Unemployment in Applicable LMA	able LMA	0 0 0:0	0	0	0.0 0 0	0.0	0	0.0	0 0 0.0	0	0.0	0 0	0	0.0	0 0	0,0	0	***			Đ	0	0 0	0,0
3.Promotable/Transferable Percentage	Percentage	31 50 1.6	96.9		48.5 3.1 50	4.5	65.6 5	50 32.8	0 50	15.6	50 7.8	20000	300	GE 6500	15.6 50		o		-	\vdash	e	ě	50	0
4.Pop. in the LMA				1			ļ	\vdash		ـــــ	├		1600	1000	<u> </u>	\vdash			┼	\vdash				:
5.Client Pop. Figures							ļ								_				<u> </u>	ļ.				Т
6.Educ/Tech Tng Figures											_				<u> </u>					-				T
7. Other Source (Specify)		0.0 0.0	0	0	0.0	0,0	0	0.0	0.0 0.0	0.0	0.0	0.0	0	00	0.0	0.0	0.0	0.0	0.0	0	00	00 0	0 00	0
8. Other Source (Specify)				\vdash			\vdash	+			++	6 (3880) 10		2 :00000000	1	+		1-1		+			,	3
FINAL AVALLABILITY BASE PERCENTAGE	PERCENTAGE	14.2		۵,	85.9	9.3		57.4	4 23	00000	13.7	7.		1.7		12.4		0.8	1	1.3	3	0.2	1	1.1
Employment Data - 2014-2018 CENSUS, Harfford County: Other Office and Admin, Support Workers (43-9000/5810)	018 CENSUS, Hartford	d County: Other Office a	ınd Admiı	oddns 'i	rt Workers (43-900	(0/5810)																		
SOC 43-9000/5810	10754	2705		8049	1650		52	5290	200	e	1265		355	\vdash	985		-	165	2	274	-	35	235	Г
Title	0	0		0	0		,	0	0		0		0		o			0		0		0	o	Γ
Total	10754	2705		8049	1650		52	5290	200	1	1265		355		985	2	1	165	2	274	rt)	35	235	
Percentage	100.0%	25.2%	7	74.8%	15.3%	<u>.</u>	49.	49.2%	4.6%	-	1.8%		3,3%		9.2%	%	1.	1.5%	2.	2.5%	ö	0.3%	2.2%	
Promotable/Transferable Pool - 07/31/2022	ool - 07/31/2022						***************************************							-	1							Ì		ſ
Secretary 2	32	7		당				17	0 0		3	+	٥	+	2	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		٥		0		٥	o	Т
Total	0	-		- F	-			- -	> 0		5 4	-		+	۵ ۵			2 0		ا ،		0	٥	T
Potential	100.00	/100		75 00	1	1	7 13	.	0	-	, ,	+		+	0 1					ا			0	T
OTHER SOURCE	100.0%	3.476		45.0	5.1%		é	20.00	9	7	72.0%	-	-	-	15.6%	%		5		o			٥	7
Title	0	0		0	0			0	0		0		0	-	0			0			L	0	0	Γ
Title	0	0		0	0			0	0		٥		0	_	0			0		0			0	7
Total	0	0		0	0			0	0		0		0	_	0			0		0			0	T
Percentage	0	0		0	0			0	0		0		0		0			0		٥		0	0	П
FACTOR:		SOURCE CONSULTED:	SULTED				BASIS O	FSELECT	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE	L AREA/J	OB TITL	نن		1.6	EASON	S FOR V	VEIGHTING	REASONS FOR WEIGHTING THE FACTOR	OR:					
Employment data in the Applicable Labor Market Area	Census 2014-2018 and Admin, Suppo	Census 2014-2018 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (43-9000/5810)	ford Co. /5810)	ınty LM	IA, Other Office	The hin rank pc derical require come fr	ing area sitions a titles rec s work h	is Hartforire filled i quire stat istory and	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University, Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	b categor o the Univ fication w / employe r state ago	y as mos rersity. S hich ofte rd. Some encies.	st clerica some en e hires		50% value weight as derical poskills and experience and most currently employed at the title Modified to reflect increased pussistants to this eeo category.	ht as cle lence ar iyed at 1 ect incri s eeo ca	rical pc id most he title eased p tegory.	sitions red often com or with qu romotiona	50% value weight as derical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified to reflect increased promotional pool with addition of admin assistants to this eeo category.	it deal of se who a serience.	clerical re of admi	E			
Unemployment in Applicable Labor Market Area																								I
Promotable/ Transferable	CCSU Workforce /	CCSU Workforce Analysis by Job Classification:Secretary 2	ication:	Secreta	ry 2	Precise figur in promotab job title. So Secretary 2.	figures f notable p Some ry 2.	for compliations.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	ial compo s are fillec lly from ti	sition of 1 by Hire he level	f persons is in this of		ue weig Iowever Y 2.	ht. Mo: , an occ	st positi asional	ons in this promotion	50% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 2.	re filled tl	hough le level c	*			
OTHER SOURCE																								Г
																			•					1

							CEN	CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS	STATE UN	IVERSITY									
OCCUPATIONAL CATEGORY: JOB TITLE:			EEO 4	EEO 4 - Clerical Secretary 2					REPO	REPORTING DATE: LABOR MARKET AREA:	TE: AREA:			07/31/22 Hartford County	2 County				
EACTOR		TOTAL MAJE	TOTAL SEMALE	Mais	WHITEMALE		WHITE FEMALE	BLACK MAIF	183	RI ACK FEMAIF	11	HISPANICIVALE	HISP	HISPANIC FEMALE	380	AAIANHNDI MAIF		AAIANHNPI EEMAI E	T EFMAI
			3000				1000	ľ	1 555	1	١,		s 200		2 680	100	200	100	
1. Employment data in the applicable LMA	pplicable LMA	0 0 0 V	2 2	26.2		2 5	20 20 20 20 20 20 20 20 20 20 20 20 20 2	0 E	2 %	3 6		20 07 80	5 5	\$ 5	77	S F	L 6	23 2	2 6
2. Unemployment in Applicable LMA	ble LMA	3 0	+	+	3 6	NA VOIGNI	+-	? c	8 686	? .	9. HEE	2 6	0 4063	+	ñ <i>6</i> 2	2 6	See 15650		+
3.Promotable/Transferable Percentage	Percentage	902	-	┢	, se	0.0	╁┈) (c		, %	209	2 68	F 39606	\vdash		2 %	Mariana (1	\vdash
4.Pop. in the LMA			-	+			+	1	2 4 22	3	3	3	0.000	-		S		+	+-
5.Client Pop. Figures										ļ			e galacero						-
6.Educ/Tech Tng Figures																			
7. Other Source (Specify)	week haddale — hew weresweers remerenment.	0.0 0 0.0	0	0.0	0 0 0	0.0	0.0	0.0 0.0	0.0	0	0.0	0.0 0 0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
8. Other Source (Specify)											VIZ.200		SHIPPER		SUSSEN.				
FINAL AVAILABILITY BASE PERCENTAGE	ERCENTAGE	3.8		96.2	2	5.5	74.3	3 0.4	Þ		11.2	9.0			7.7		0,4		1.6
Employment Data - 2014-2018 CENSUS - Hartford County Line: Secretaries and Administrative Assistants (43-6010/5710)	018 CENSUS - Hartfor	d County Line: Secretarie	s and Admir	istrative A	Assistants (43-601	(0/2/10)													
SOC 43-6010/5710	9940	540	9400	6	350		7150	45	_	735		75		1095		55		225	Ñ
Title	0	0	0		0		0	0		0		0		0		o		0	
Total	9940	540	9400	0	350		7150	45		735		75		1095		55		225	ñ
Percentage	100.0%	5.4%	94.6%	%	3.5%		71.9%	0.5%		7.4%		0.8%		11.0%		0.6%		2.3%	%;
Promotable/Transferable Pool - 07/31/2022	ool - 07/31/2022										ŀ						}		
Secretary 1	2	0	2		0		2	0		0		0		0		0		٥	
Processing Technician	1	0	7		0		0	0			1	0		-		0	_	0	_
Secretary 1 (PT)	2	0	2		0		2	0	+	0		0		٥		0		0	
Secretary 2 (PT)	0	0	0		0		0	0		0	+	0		0		0		0	
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Employment data in the Applicable Labor Market Area	Census 2014-201: Secretaries and A	Census 2014-2018 EEO Data Tool, Hartford County LWA Total, Secretaries and Administrative Assistants (43-6010/5710)	ord Count) ts (43-6010	/ LMA Tol)/5710)		The hiring a rank position 2 positions a employed a rank.	rea is Hartfc ins are filled are often hir s secretary 2	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions are often hired from other state agencies who are already employed as secretary 2 - but presently employed at a lower clerical rank.	job cate y to the u e agenci nployed	gory as r iniversit es who a at a low	nost dei 7. Secret Ire alrea er clerici		weight. oopulat	Most h ion.	iring in	70% value weight. Most hiring in this category comes from the employed population.	y comes	from th	ត
Unemployment in Applicable Labor												This source	is not u	ısed duri	ing this	This source is not used during this Affirmative Action period.	Action p	eriod.	
Promotable/ Transferable	CCSU Workforce Analysis & Processing Technicians	CCSU Workforce Analysis by Job Classification: Secretary 1, Secretary 2 & Processing Technicians	cation: Sec	retary 1,		Precise figures in promotable job title; hower Processing Tecl	res for comi ble positions wever, pron Fechnicians	Precise figures for computing racial and sexual composition of persons in promotable positions. Typically positions are filled by hires in this job title; however, promotions do occur from the level of Secretary 1, Processing Technicians and/or PT Secretary 1's & 2's move into full-time positions.	exual cor ns are fil om the I y 1's & 2	nposition led by hi evel of S 's move	res in the ecretary into full		weight. ever, ar & Proc o full-tir	Most por por casic essing Terms	ositions anal pro echnicia	30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians. Or employees will move from part-time to full-time.	gory are s occur t oyees w	filled th rom the ill move	iough Level c from
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Census 2014-2018 EEO Data Tool, Hartford County LMA, Library and Pach incers is no promotable/transferable pool identified N/A There is no promotable/transferable pool identified N/A	Percentage		76.8%		73.2%		17.4%		49.3%		3.8%		11.1%		3.6%			8.9%	H	1.7%		2	2.2%	0.2%		1.7%
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abor Technicians (25-XXXX/2350) and Other Office and Admin Support workers (43-9000/5810) Workers (43-9000/5810) In There is no promotable/transferable pool identified The hing area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university. There is no promotable/transferable pool identified N/A	FACTOR		SOLIBCE CONS	TED:				PACIC	OF SELF	TION: GE	OGRAPHIC	AI ABEA	/IOR T	<u>.</u>			200	NIC ED	713/21 0	T SIMIL	ביי לידל	ė				
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CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

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OCCUPATIONAL CATEGORY: JOB TITLE:	z.			EEO 6 - Skilled Crafts All Titles	illed Cra	£						REPORTIS LABOR M	REPORTING DATE: LABOR MARKET AREA:	: REA:		07/3 Hart	07/31/22 Hartford County	ıt,							
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Employment Data - 2014-2018 Census Harford County: Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Ele	018 Census Hartford Cou	inty: Pipe Layers, Plu	mbers 4	7-2150/64	141, Car	centers 47.	-2031/62	730, Elec	ctricians 47-2111/6355	17-2111/	6355														
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Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County, Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47- 2111/6355	EO Data Tool, Hart 441, Carpenters 47	ford Co 7-2031/	unty, Pij '6230, Ele	oe Laye sctriciar	rs, ns 47-	The hii are mo duties	ring are ost ofte and fur	ea is Har in recruit notions (tford Cc ted loca of skillec	The hiring area is Hartford County for this job category.Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	categon osen do : CCSU.	y.Skilled sely refl		80% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed.	ight as ski operience employed	lled craf	t positions cific skills.	at CCSU n Most posi	equire reli tions are	evant filled by				1
Unemployment in Applicable Labor Market Area																									
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification: General Trades Workers	ılysis by Job Classifi	ication:	General	Trades		Precise in pron job titk	s figure notable e. Son	s for cor s positio ne prom	mputing ins. Alm otions d	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	l compo: are filled neral tra	sition of by hires des worl		20% value weight. Most positions in this category are filled though hires. However, an occasional promotion can occur from general trades workers.	ight. Mos rr, an occe s.	t positio	ns in this c	ategory ar	e filled th	ough eral				
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OCCUPATIONAL CATEGORY: JOB TITLE:			EEO 7 - St All Titles	EEO 7 - Service Maintenance All Titles except Custodians					REPORTING DATE: LABOR MARKET AREA:	VTE: T AREA:		8 I	07/31/22 Hartford County	ģ					
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Employment Data - 2014-2018 Census, Hartford County: First Line Supervisors of Housekeeping and Janitorial Workers 37-101.	ensus, Hartford Coun	ty: First Line Supervis	sors of Houseke	eping and Janitoria	Workers 3.	7-1011/4200	, Building Clea	ning Workers	17-2010/4220,	Grounds IV	1/4200, Building Cleaning Workers 37-2010/4220, Grounds Maintenance Workers 37-3010/4251	orkers 37-3010	1/4251						
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Percentage 100.0% Promotable/Transferable Pool - 07/34/2022	100.0%	66.3%	33.7%	21,0%		12.1%		6.5%	3.7%		14.1%	Ť	14.5%	7.0	%	%9'0	1,0%		0.8%
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Percentage OTHER SOURCE	100.0%	63.9%	36.1%	25.0%		22.2%		5.6%	2.8%		33.3%	1	11.1%	C		0	0		0
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Employment data in Hous the Applicable Labor Clear Market Area 3010	us 2000 EEO Data sekeeping and Jan- ning Workers (37-: 74251)	Census 2000 EEO Data Tool, Hartford County, First Line Supervisors of Housekeeping and Janitorial Workers (37-1011/4200), Building Cleaning Workers (37-2010/4220), Grounds Maintenance Workers (37-3010/4251)	inty, First Lin -1011/4200), ds Maintenar	e Supervisors of Building Ice Workers (37-	The hir positio reflect	area is Hai are most of duties and	is Hartford County for this jost often recruited locally.	y for this job d locally. Th or service ma	is Hartford County for this job category. These nost often recruited locally. The titles chosen closely es and functions for service maintenance titles at CCSU.	ese n closely es at CCS		70% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.	hese posit experience	ions at CC.	U require	relevant (oftu	S a		
Unemployment in. Applicable Labor Market Area	-										No data s	No data source for this reporting period.	is reporting	g period.					
) Workforce Analy	CCSU Workforce Analysis by Job Classification:Custodian	tion:Custodia	u:	Precise figures in promotable job title. Some		mputing rac ons. Almost totions do o	ial and sexua all positions ccur; typically	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of custodian	of perso lires in th		30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of custodian	ost positio	ns in this c	ategory an loes occur	filled thoug from the lev	of.		
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OCCUPATIONAL CATEGORY:							100		BILITY AN	CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS														
JOB TITLE:	£		#3	EEO 7 - Ser Custodian	EEO 7 - Service Maintenance Custodian	tenance					REPORTING DATE: LABOR MARKET AREA:	I DATE: KKET ARE!	نذ		07/31/22 Hartford	07/31/22 Hartford County	>-							
FACTOR	JR.	TOTAL MALE	TOTAL	TOTAL FEMALE		WHITE MALE		WHITE FEMALE	ALE	BLACKMALE	BLACK FEMALE	MALE	HISPANICMALE	1000	HISPANIC FEMALE	MALE	AAIANH	AAIANHNPI MALE	AAIANH	AAJANHNPI FEMAI F		SOM SO CALBERTA	0,747	1000
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the Applicable Labor Market Area	Vensus 2014-2018 EEU D Workers (37-2010/4220)	Census 2014-2018 EEU Data I ooi, Hartford County, Building Cleaning Workers (37-2010/4220)	ag Con	nty, Bui	Iding Cle		sitions a	ire most duties ar	often rec id functiv	positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	ne titles chi at CCSU.	osen clos		ost positi	ons are f	lled by	hose alr	exp. Most positions are filled by those already employed. Reduced as census data is over 20 years old.	oyed. Re	e paonpa	ss census	data is o	ver 20 \	years
Unemployment in Applicable Labor Market Area													This dat	a was nc	it used in	the Affi	rmative	This data was not used in the Affirmative Action Plan.	ć					
Promotable/ Transferable	There are no pron	There are no promotable positions into this category.	this cate	gory.		N/A	4						N/A											
OTHER SOURCE																								

Protective Service All Titles All Titl	TOTAL MALE RS VW WF B1.8 100 81.8 0.00 0 0.00 0.00 0 0.00 0.00 0 0.00 0.00 0 0.00 0.00 0 0.00	All Titles All Titles TOTAL FEMALE RS VW W 18.2 100 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0 0.0	Protective Service All Titles AL FEMALE	vice			REPORTING DATE:	ATE		:					
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	J VEE	ord County:	First-Line	Super/Mer. 1aw En		ent Workers (32.:1010/2700) Police Officer (22.:2050/2870) S. Datactinos S. Ciminal Insorted to Section 2017	Officer (33,3050	/28701.2	Detection O. Criminal	00 cc/ 45 cs/m	1000077			SHARRISH POSTURES	6.0
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Employment data in Census 2000 EEO D the Applicable Labor Super./Mgr., Law E Market Area (33-3050/3870) & I	Census 2000 EEO Data Tool, Hartford County Line; First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820)	unty Line: (33-1010/; Invest. (33	First-Lin 3700), Pt -3021/3	ne The hi olice Officer position (820)	The hiring area is Har positions are most of reflect the duties ano	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer positions are most often recruited locally. The titles chosen closely (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820) reflect the duties and functions of custodians at CCSU.	ob category. The The titles chose is at CCSU.	nese en closel		eight as proti urrent expen ved, and mos	ective se lence. Noten st	100% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those aiready employed, and most often with local police departments.	CCSU require filled by those		
Unemployment in Applicable Labor Market Area									This data sour	ce is no longe	ır used ir	This data source is no longer used in the Affirmative Action Plan.	Action Plan.		
Promotable/ There are no promi	There are no promotable positions into this category.	his catego	.	N/A					N/A						
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