Utilization Analysis and, Hiring and Promotion Goals Section 46a-68-85

Utilization Analysis (UA)

In order to determine if protected groups are fully and fairly utilized in the University's workforce, the number of protected class persons in the workforce of the University must be compared to the availability of such persons for employment. Comparisons between the University's workforce and the availability bases calculated in the preceding section have been conducted by occupational category and significant position classifications for each relevant labor market.

"Utilization Analysis" is a comparison between the race/sex composition of the workforce, by occupational category or job title, and the availability base of such persons in the relevant labor market area. This analysis compares the University's internal distribution of minorities and females to their incidence in the external labor market to determine whether the University is at parity.

"Parity" is a condition where the percentage of the representation of a protected class in the workforce equals the percentage of such persons in the availability base.

"Underutilization" is a condition where the percentage of representation of a protected class in the workforce is less than the percentage of such persons in the availability base for that class.

The University has conducted the utilization analysis for each labor market area on UA Form provided by the "Regulations Concerning Affirmative Action by State Government." Line E of each form yields a conclusion that protected class persons are over utilized, underutilized or at parity, when compared to the availability base of such persons for employment.

Hiring and Promotional Goals

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office for Equity and Inclusion web page at http://www.ccsu.edu/Diversity. For future Affirmative Action Plans, a newly formed Office for Equity and Inclusion will handle these plan responsibilities. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

Notes: 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). 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 AAP review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding 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 four submissions there have been fewer than twenty-five (25) Administrative Assistant positions. In the 2016 submission, there were less than twenty (20). It is unlikely this rank will reach the twenty-five (25) titles or more to warrant a separate analysis.

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotional goals for the period of August 1, 2021 through July 31, 2022.

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
1 White Female	1 White Female
1 AAIANHNPI Female	

FACULTY

PROFESSOR

Hiring	Promotional
None	9 White Females
	1 Black Male
	7 Hispanic Females
	6 AAIANHNPI Males
	1 AAIANHNPI Female

ASSOCIATE PROFESSOR

Hiring	Promotional
2 White Females	3 White Females
	1 Black Male
	2 Black Females
1 Hispanic Male	1 Hispanic Male
2 AAIANHNPI Females	2 AAIANHNPI Females

ASSISTANT PROFESSOR

Hiring	Promotional
4 White Males	None
2 Hispanic Females	
1 Two or More Male	
1 Two or More Female	

COACHING

Hiring	Promotional
1 Hispanic Male	None
1 Hispanic Female	

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
3 Black Males	1 Black Male
1 Hispanic Male	
6 AAIANHNPI Males	
3 AAIANHNPI Females	
2 Two or More Males	
1 Two or More Female	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring	Promotional
	1 White Female
2 Hispanic Females	1 Hispanic Female
1 Two or More Female	

SECRETARIAL CLERICAL/SECRETARY 2

Hiring	Promotional
2 White Females	1 White Female
1 AAIANHNPI Female	
1 Two or More Female	

TECHNICAL/PARAPROFESSIONAL

Hiring	Promotional
1 Black Male	None
1 Black Female	
1 Hispanic Female	

SKILLED CRAFTS

Hiring	Promotional
1 Hispanic Male	1 Black Male

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring	Promotional	
2 White Females	1 White Female	
1 Black Female		
3 Hispanic Males	2 Hispanic Males	
2 Hispanic Females	1 Hispanic Female	
1 Two or More Male		

SERVICE MAINTENANCE/CUSTODIANS

Hiring	Promotional
1 White Male	None
1 Black Male	
1 Black Female	
3 Hispanic Females	
1 Two or More Male	
1 Two or More Female	

PROTECTIVE SERVICES

Hiring	Promotional
1 White Male	None
1 Black Male	
1 Black Female	
1 Hispanic Female	

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

						CENTRAL CONNECTION STATE CINIVERSITY	CINIVERSIT					
					UTILIZA	UTILIZATION ANALYSIS	SI					
AGENCY:		ccsu					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS: POSITION CLASSIFICAT	CATEGORY OR CLASS: POSITION CLASSIFICATION (25+):	EEO1 - Executive Administrativ All Titles	itive Adminis	trative			LABOR MARKET AREA:	KET AREA:		STATEWIDE/NATIONAL	NATIONAL	1 1
					WH	WHITE	BL	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*
		GRAND	TOTAL MALE	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	%	100.0%	26.0%	44.0%	36.0%	32.0%	12.0%	8.0%	4.0%	4.0%	4.0%	0.0%
FINAL AVAILABILITY BASE %	BILITY BASE %	100.0	43.4	56.6	33.7	41.3	3.7	6.9	2.9	4.5	2.7	3.1
WORKFORCE NUMBERS	VUMBERS	25	14	11	6	8	3	2	떠	1	₩	0
WORKFORCE	WORKFORCE PARITY NUMBERS		10.9	14.2	8.4	10.3	6.0	1.7	0.7	1.1	0.7	0.8
NET UTILIZATION (+/-)	(-/-) NO		3.1	-3.2	0.6	-2.3	2.1	0.3	0.3	T:0-	0.3	8.0-
PREVIOUS UTILIZATION***	LIZATION***		-0.5	0.5	-2.8	9.0	1.9	0.0	0.2	0.8	0.2	6.0-
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N N	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE: *AAIANHNPI = ASIAN,	NOTE: *AAIANHINPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	AN NATIVE, PACIFI	CISLANDER		Ī							

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NET NET			GRAND	TOTAL MALE	TOTAL FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NET Correct Parity % 100.0 54.2 45.8 35.8 33.3 3.0 1.5 5.0 13.9 13	WORKFORC	% 3	100.0%	62.6%	37.4%	45.6%	28.1%	2.3%	3.5%	4.1%	1.2%	10.5%	4.1%
NEFORCE NOS. NEFORM NECESSAN NAMERICAN NAMERICAN NOS. NEFORM NECESSAN NAMERICAN NAMERICAN NAMERICAN NAMERICAN NAMERIC	WORKFORC	E PARITY %	100.0	54.2	45.8	35.8	33.3	3.0	3.0	1.5	5.0	13.9	4.5
NETORIC PARITY NOS. 14.3	WORKFORC	E NOS.	171	107	64	78	48	4	9	7	2	18	7
VINIDATION (4, f) VINI	WORKFORC	E PARITY NOS.		92.7	78.3	61.2	56.9	5.1	5.1	2.6	9.8	23.8	7.7
MOUS THILDATION MOUS THILDAN GOALS MOUS THILDAN GOA	NET UTILIZA	(-/+) NOLE		14.3	-14.3	16.8	-8.9	-1.1	0.9	4.4	9:9-	-5.8	-0.7
PREVIOUS PLAN GOALS 0 0 0 0 0 0 0 0 0	PREVIOUS L	ITILIZATION		27.1	-27.2	29.0	-17.8	-1.5	0.7	6.3	-5.8	-6.5	-4.8
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NOTE: *AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	M C	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	NOTE: *AAIANHNPI = ASI	AN, AMERICAN INDIAN, ALASKA NATIVE, HAWAII.	AN NATIVE, PACIFI	CISLANDER									

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POSITION CLA	POSITION CLASSIFICATION (25+):	ASSOCIATE PROFESSOR	PROFESSOR									ı		
			TO	TOTAL	W	WHITE	JB BL	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*	TWO OR MORE	MORE
		GRAND	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMAL E
WORKFORCE %	%:	100.0%	53.7%	46.3%	35.1%	33.6%	3.0%	3.0%	1.5%	5.2%	14.2%	4.5%	%0.0	0.0%
WORKFORCE PARITY %	: PARITY %	100.0	48.2	51.8	28.5	37.2	3.2	4.7	3.2	1.9	13.2	7.7	0.1	0.2
WORKFORCE NOS.	NOS.	134	72	62	47	45	4	4	2	7	19	9	0	0
WORKFORCE	WORKFORCE PARITY NOS.		64.6	69.4	38.2	49.8	4.3	6.3	4.3	2.5	17.7	10.3	0.1	0.3
NET UTILIZATION (+/-)	HON (+/-)		7.4	-7.4	8.8	-4.8	-0.3	-2.3	-2.3	4.5	1.3	-4.3	-0.1	-0.3
PREVIOUS UTILIZATION	TILIZATION		3.6	-3.6	4.8	-3.0	1.1	-1.5	-1.9	2.3	-0.4	-1.4	0.0	0.0
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M O	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														
*AAIANHNPI = ASIA	*aaianhnpi = asian, american indian, alaska native, hawaiian native, pacific islander	IIAN NATIVE, PACI	FIC ISLANDER											

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CATEGORY OR CLASS: POSITION CLASSIFICATION (25+):

CCSU
EEO2 -FACULTY
ASSISTANT PROFESSOR (including Instructor)

REPORTING DATE: LABOR MARKET AREA:

7/31/2022 STATEWIDE/NATIONAL

FORCE % GRAND TOTAL TOTAL TOTAL FORCE % TOTAL MALE FEMALE FORCE PARITY % 100.0% 46.6% 53.4% FORCE PARITY % 100.0 43.9 56.1 FORCE NOS. 58 27 31 FORCE NOS. 58 27 31 TILIZATION (+/-) 0.3 -0.3 -1.5 OUS UTILIZATION 0.3 -0.3 -1.5 Sine E from previous filing 2 2 2 CURRENT PLAN HIRES 5 3 2 CURRENT PLAN HIRES 5 3 2 CURRENT PLAN GOALS 6 4 2 Appear of the provided by PLAN GOALS 0 0 0		FEMALE 37.9% 37.0 22 21.5 0.5 1.2	3.4% 3.0 2 1.7 0.3	5.2% 5.7 3 3.3 -0.3	3.2 El 2	1.7%	MALE	FEMALE 8.6%
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CURRENT PLAN PROMOTIONS

MOBILITY GOALS

UPWARD\ CAREER

CURRENT PLAN GOALS

PREVIOUS PLAN GOALS

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

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AGENCY:		ccsu					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS:	R CLASS:	EEO2 - FACULTY	<u>Σ</u> Ε1				LABOR MARKET AREA:	KET AREA:		STATEWIDE/NATIONAL	NATIONAL	
POSITION CLA	POSITION CLASSIFICATION (25+):	COACHING										
	The state of the s	GRAND	TOTAL	AL	W	WHITE	BLA	BLACK	HISP	HISPANIC	*AAIANHNPI	*IdNF
	And the state of t	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	%:	100.0%	72.0%	28.0%	%0.09	24.0%	12.0%	4.0%	%0.0	%0.0	%0.0	%0.0
WORKFORCE PARITY %	E PARITY %	100.0	72.8	27.2	55.8	21.7	12.4	3.6	3.2	1.3	1.0	9.0
WORKFORCE NOS.	E NOS.	25	18	7	15	9	3	 \$	0	0	0	0
WORKFORCE	WORKFORCE PARITY NOS.		18.2	6.8	14.0	5.4	3.1	6:0	0.8	0.3	0.3	0.2
NET UTILIZATION (+/-)	TION (+/-)		-0.2	0.2	1.0	9.0	-0.1	0.1	8.0-	-0.3	-0.3	-0.2
PREVIOUS UTILIZATION	TILIZATION		-0.1	0.1	0.5	0.5	9.0	0.0	-0.9	-0.4	6.0-	-0.2
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M M	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												
*AAIANHNPI = ASI,	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IIAN NATIVE, PACII	IC ISLANDER									

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					UTILIZA	UTILIZATION ANALYSIS	SIS					
AGENCY:		ccsu					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS:	R CLASS:	EEO7 - SERVIO	EEO7 - SERVICE/MAINTENANCE	NCE			LABOR MARKET AREA:	KET AREA:		HARTFORD COUNTY	YTNUC	
POSITION CLA	POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT CUSTODIANS	CEPT CUSTOD	IANS								
		GRAND	101	TOTAL	WH	WHITE	BL	BLACK	HISPANIC	ANIC	*AAIANHNPI	HNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	E %	100.0%	86.1%	13.9%	72.2%	8.3%	8.3%	%0:0	5.6%	2.6%	0.0%	0.0%
WORKFORCE PARITY %	E PARITY %	100.0	65.6	34.4	22.2	15.2	6.3	3.4	19.9	13.5	0.3	0.4
WORKFORCE NOS.	E NOS.	36	31	5	26	3	3	0	2	2	0	0
WORKFORCI	WORKFORCE PARITY NOS.		23.6	12.4	8.0	5.5	2.3	1.2	7.2	4.9	0.1	0.1
NET UTILIZATION (+/-)	TION (+/-).		7.4	-7.4	18.0	-2.5	7.0	-1.2	-5.2	-2.9	-0.1	-0.1
PREVIOUS UTILIZATION	TILIZATION		0.4	-0.4	5.9	-0.8	-1.0	-0.2	-3.7	9.0	-0.8	0.0
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Я: YTI	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PWAI SAREI NOBIL	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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

				CENT	RAL CONNEC	CENTRAL CONNECTICUT STATE UNIVERSITY	UNIVERSITY					
					UTILIZA	UTILIZATION ANALYSIS	SIS					
AGENCY:		ccsn					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS:		EE04 - CLERICAL	CAL				LABOR MARKET AREA:	KET AREA:		HARTFORD COUNTY	YTNOO	
POSITION CL	POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT SECRETARY	(CEPT SECRET	FARY 2								
		GRAND	TOTAL	TOTAL	WH	WHITE	BL	BLACK	HISP	HISPANIC	*AAIANHNPI	*INNH
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	E %	100.0%	18.2%	81.8%	9.1%	54.5%	3.0%	21.2%	3.0%	3.0%	3.0%	3.0%
WORKFORCE PARITY %	E PARITY %	100.1	14.2	85.9	9.3	57.4	2.3	13.7	1.7	12.4	0.8	1.3
WORKFORCE NOS.	E NOS.	33	9	27	я	18	1	7	ęd	Н	⊣	↔
WORKFORC	WORKFORCE PARITY NOS.		4.7	28.3	3.1	18.9	0.8	4.5	9.0	4.1	0.3	0.4
NET UTILIZATION (+/-)	TION (+/-)		1,3	-1.3	-0.1	6*0-	0.2	2.5	6.4	-3.1	2.0	0.6
PREVIOUS UTILIZATION	ITILIZATION	•	-0.5	0.5	-1.9	1.4	0.1	4.9	0.5	-3.2	0.7	0.1
*** Enter line E from previous filing	om previous filing											
STVC	PREVIOUS PLAN GOALS	3	1	2	ч	0	0	0	0	2	0	0
NG GO	CURRENT PLAN HIRES	9	ო	Э	2	m	П	0	0	0	0	0
нви	CURRENT PLAN GOALS	3	0	3	0	0	0	0	0	2	0	0
	PREVIOUS PLAN GOALS	3	1	2	Ţ	Н	0	0	0	ę	0	0
ITOM IAOĐ	CURRENT PLAN PROMOTIONS	2	0	2	0	0	0	ᆏ	0	1	0	0
	CURRENT PLAN GOALS	2	0	2	0	П	0	0	0	Н	0	0
Я: YT	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
WARE SAREE	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
N	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												
*AAIANHNPI = AS	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IIAN NATIVE, PACI	FIC ISLANDER									

				CEN	TPAL CONNE	CENTED AL CONNECTIVITY STATE LINIVEDSITY	TIMINEDATIV					
					UTILIZA	UTILIZATION ANALYSIS	SIS					
AGENCY:		CCSU					REPORTING DATE:	DATE:	·	7/31/2022		
CATEGORY OR CLASS:	LASS:	EEO4 - CLERICAL	CAL				LABOR MARKET AREA:	KET AREA:	•	HARTFORD COUNTY	YTNUO	
POSITION CLASS	POSITION CLASSIFICATION (25+):	SECRETARY 2	2									
		GRAND	TO	TOTAL	WH	WHITE	BL	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	3.1%	%6'96	3.1%	65.6%	0.0%	15.6%	%0.0	15.6%	%0.0	%0.0
WORKFORCE PARITY %	ARITY %	100.0	3.8	96.2	2.5	74.3	0.4	11.2	9.0	7.7	0.4	1.6
WORKFORCE NOS.	OS.	32		31	H	21	0	2	0	ம	0	0
WORKFORCE PARITY NOS.	ARITY NOS.		1.2	30.8	0.8	23.8	0.1	3.6	0.2	2.5	0.1	0.5
NET UTILIZATION (+/-)	N(+/-)		-0.2	0.2	0.2	-2.8	-0.1	1.4	-0.2	2.5	-0.1	-0.5
PREVIOUS UTILIZATION*	.IZATION*		-0.5	0.5	0.2	2.4	-0.4	-3.5	-0.2	0.1	0.0	0.6
*** Enter line E from previous filing	revious filing											
	PREVIOUS PLAN GOALS	3	8 44	2	0	0	П	2	0	0	0	0
ى Ne en	CURRENT PLAN HIRES	ę	₩	æ	₽	₩	0	2	0	2	0	0
	CURRENT PLAN GOALS	4	0	4	0	2	0	0	0	0	0	П
s ⁻	PREVIOUS PLAN GOALS	2	0	2	0	0	0	2	0	0	0	0
ITOM IAOĐ	CURRENT PLAN PROMOTIONS	2	0	2	0	П	0	₩	0	0	0	0
7	CURRENT PLAN GOALS	1	0	1	0	Ţ	0	0	0	0	0	0
Я YT S	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PWAR GOBILI GOAL GOAL	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Z .	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

CENTRAL CONNECTICUT STATE UNIVERSITY UTILIZATION ANALYSIS

CATEGORY OR CLASS: AGENCY:

EEOS - TECHNICAL PARAPROFESSIONAL CCSU

REPORTING DATE:

HARTFORD COUNTY 7/31/2022

POSITION CLASSIFICATION (25+):

ALL TITLES

LABOR MARKET AREA:

		GRAND	OT	TOTAL	WH	WHITE	BL	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	Е %	100.0%	20.0%	20.0%	33.3%	20.0%	%0'0	%0:0	16.7%	0.0%	%0:0	%0.0
WORKFORCE PARITY %	E PARITY %	100.0	26.8	73.2	17.4	49.3	3.8	11.1	3.6	8.9	1.7	2.2
WORKFORCE NOS.	E NOS.	9	3	3	2	3	0	0	щ	0	0	0
WORKFORCE	WORKFORCE PARITY NOS.		1.6	4.4	1.0	3.0	0.2	0.7	0.2	0.5	0.1	0.1
NET UTILIZATION (+/-)	TION (+/+)		1.4	-1.4	1.0	0.0	-0.2	-0.7	8.0	-0.5	-0.1	-0.1
PREVIOUS UTILIZATION	TILIZATION		3.1	-3.1	2.0	-2.4	-0.5	0.5	1.7	-0.9	-0.1	-0.3
*** Enter line E from previous filing	om previous filing											
SJAC	PREVIOUS PLAN GOALS	4	t	3	0	2	1	0	0	₩	0	0
10 00	CURRENT PLAN HIRES	7	Т	0	Н	0	0	0	0	0	0	0
ИВІН	CURRENT PLAN GOALS	3	τ	2	0	0	1	ę-i	0	1	0	0
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ITOM IAOĐ	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
Я YY	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MARE OBILI JAOE	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
N O	CURRENT PLAN GOALS	0	0	0	0 .	0	0	0	0	0	0	0
NOTE:												

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

CENTRAL CONNECTICUT STATE UNIVERSITY UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2022
CATEGORY OR CLASS:	EEO6 - SKILLED CRAFT WORKERS	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	TO	TOTAL	WH	WHITE	BL	BLACK	HISPANIC	ANIC	AAIAN	AAIANHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	% <u>=</u>	100.0%	%6:06	9.1%	%6:06	9.1%	%0′0	%0.0	%0:0	%0.0	%0:0	%0.0
WORKFORCE PARITY %	E PARITY %	100.0	95.3	4.7	51.2	4.3	7.7	0.0	9.7	0.2	0.0	0.0
WORKFORCE NOS.	E NOS.	11	10	1	10	1	0	0	0	0	0	0
WORKFORCE	WORKFORCE PARITY NOS.		10.5	0.5	5.6	0.5	0.8	0.0	1.1	0.0	0.0	0.0
NET UTILIZATION (+/-)	TION (+/-)		-0.5	0.5	4,4	0.5	-0.8	0.0	-1.1	0.0	0.0	0:0
PREVIOUS UTILIZATION	TILIZATION		-0.7	0.7	1.9	0.8	-1.2	0.0	-1.2	-0.1	-0.2	0.0
*** Enter line E from previous filing	m previous filing											
sıAc	PREVIOUS PLAN GOALS	2	2	0	0	0	1	0	ц	0	0	0
D	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0.	0
нви	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ITOM IAOĐ	CURRENT PLAN PROMOTIONS	2	2	0	2	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	1	0	0	0	1	0	0	0	0	0
Я: YT	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
74 W A B B B B B B B B B B B B B B B B B B	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
N N	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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

				CENI	TRAL CONNEC	CENTRAL CONNECTICUT STATE UNIVERSITY	UNIVERSITY					
					UTILIZA	UTILIZATION ANALYSIS	SIS					
AGENCY:		ccsu					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS:	CLASS:	EEO7 - SERVICE/MAINTENANCE	E/MAINTEN	ANCE			LABOR MARKET AREA:	KET AREA:		HARTFORD COUNTY	YTNUO	
POSITION CLA	POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT CUSTODIANS	CEPT CUSTO	JIANS								
		GRAND	TO	TOTAL	WH	WHITE	/IB	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	%:	100.0%	86.1%	13.9%	72.2%	8.3%	8.3%	%0.0	2.6%	5.6%	%0.0	%0.0
WORKFORCE PARITY %	PARITY %	100.0	65.3	34.7	22.3	15.3	6.3	3.5	20.0	13.6	0.3	0.4
WORKFORCE NOS.	NOS.	36	31	5	26	33	က	0	2	2	0	0
WORKFORCE	WORKFORCE PARITY NOS.		23.5	12.5	8.0	5.5	2.3	1.3	7.2	4.9	1.0	0.1
NET UTILIZATION (+/+)	HON (+/+)		7.5	-7.5	18.0	-2.5	0.7	-1.3	-5.2	-2.9	-0.1	-0.1
PREVIOUS UTILIZATION	TILIZATION		0.4	-0.4	5.9	-0.8	-1.0	-0.2	-3.7	9.0	-0.8	0.0
*** Enter line E from previous filing	n previous filing											
SJAC	PREVIOUS PLAN GOALS	9	5	1	0	н	1	0	3	0	Ļ	0
Ne ec	CURRENT PLAN HIRES	2	₽	∺	П	₽	0	0	0	0	0	0
нвін	CURRENT PLAN GOALS	6	4	5	0	2	0	H ;	3	2	0	0
	PREVIOUS PLAN GOALS	1	τH	0	0	0	0	0	1	0	0	0
ITOM IAOĐ	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	4	2	2	0	.	0	0	2	H	0	0
A: YT	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
яАМе ваяа: паон паон	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
₩	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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

			٥	ENTRAL CON	NECTICUT ST.	CENTRAL CONNECTICUT STATE UNIVERSITY	SITTY					
				UTII	UTILIZATION ANALYSIS	ALYSIS						
AGENCY:		CCSU					REPORTING DATE:	DATE:		7/31/2022	TO THE PERSON NAMED IN COLUMN	
CATEGORY OR CLASS:	R CLASS:	EEO3 - PROFI	EEO3 - PROFESSIONAL NON-FACULTY	N-FACULTY			LABOR MARKET AREA:	KET AREA:		STATEWIDE/NATIONAL	NATIONAL	
POSITION CLA	POSITION CLASSIFICATION (25+):	ALL TITLES			**************************************							
		GRAND	TOTAL	TAL	MH	WHITE	BL	BLACK	HISP	HISPANIC	*AAIANHNPI	*IdNH
:		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	E %	100.0%	35.1%	64.9%	30.3%	46.9%	1.4%	7.6%	2.8%	9.9%	0.5%	3.3%
WORKFORCE PARITY %	E PARITY %	100.0	40.0	60.0	29.4	43.0	3.5	5.8	3.5	5.7	3.1	4.5
WORKFORCE NOS	E NOS.	211	74	137	64	66	3	16	6	14	~ -I	7
WORKFORC	WORKFORCE PARITY NOS.		84.4	126.6	62.0	90.7	7.4	12.2	7.4	12.0	6.5	9.5
NET UTILIZATION (+/-)	(-/+) NOIL		-10.4	10.4	2.0	8,3	-4.4	3.8	-1.4	2.0	-5.5	-2.5
PREVIOUS UTILIZATION	ITILIZATION		-6.5	6.0	-1.1	4.0	-2.4	-0.5	1.8	4.5	-4.6	-1.3
*** Enter line E from previous filing	om previous filing											
STAC	PREVIOUS PLAN GOALS	10	8	2	7	0	2	ę-m-l	0	0	5	Ħ
NG G	CURRENT PLAN HIRES	26	12	14	6	11	Н	61	,		г-1	0
ІВІН	CURRENT PLAN GOALS	16	12	4	0	0	3	0	1	0	9	3
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
TOM(CURRENT PLAN PROMOTIONS	8	П	2	1	7	0	П	0	0	0	0
	CURRENT PLAN GOALS	₩	Н	0	0	0	₩	0	0	0	0	0
IIV EB	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PWA! CAREI NOBIL	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
, [CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												
*AAIANHNPI = ASI	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IIIAN NATIVE, PACI	IFIC ISLANDER									

					CENTRAL CO	CENTRAL CONNECTICIT STATE LINIVERSITY	TATELINIVE	RSITY				
					- n	UTILIZATION ANALYSIS	VALYSIS	-				
AGENCY:		CCSU					REPORTING DATE:	DATE:		7/31/2022		
CATEGORY OR CLASS:	R CLASS:	PROTECTIVE SERVICE	SERVICE				LABOR MARKET AREA:	KET AREA:		HARTFORD COUNTY	YTNUO	
POSITION CLA	POSITION CLASSIFICATION (25+):	ALL TITLES							•			
		GRAND	.01	TOTAL	WH	WHITE	817	BLACK	HISPANIC	ANIC	AAIAN	AAIANHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	Е %	100.0%	83.3%	16.7%	55.6%	16.7%	5.6%	0.0%	22.2%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	E PARITY %	100.0	81.8	18.2	62.0	7.8	8.9	5.5	10.4	3.8	0.5	0.1
WORKFORCE NOS.	E NOS.	18	15	3	10	3	1	0	4	0	0	0
WORKFORCI	WORKFORCE PARITY NOS.		14.7	3.3	11.2	1.4	1.6	1.0	1.9	0.7	0.1	0.0
NET UTILIZATION (#/-)	(-/+) NOIL		6.0	-0.3	-1.2	1.6	9:0-	-1.0	2.1	-0.7	-0.1	0.0
PREVIOUS UTILIZATION	TILIZATION		2.3	-2.3	-0.2	0.4	-1.0	-1.3	3.8	-1.3	-0.3	-0.1
*** Enter line E from previous filing	om previous filing											
OPF2	PREVIOUS PLAN GOALS	4	2	2	0	0	1	Н	0	7		0
D DN	CURRENT PLAN HIRES	9	4	2	4	2	0	0	0	0	0	0
ІШН	CURRENT PLAN GOALS	4	2	2	7	0	1	r-4	0	Ħ	0	0
ANO!	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
TOM:	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
R YTI	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PWAI CAREI MOBIL	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												
*AAIANHNPI = ASI,	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	IIAN NATIVE, PACI	FIC ISLANDER									