EMPLOYMENT ANALYSES Section 46a-68-86

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

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

1. Employment Process Analyses

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

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

2. Applicant Flow Analysis

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

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

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

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

3. Personnel Evaluation Analysis

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

Note:

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

7/31/2021

DATE:

OCCUPATIONAL CATEGORY: EEO 1 - Executive Administrative

OSITION OR POSITION CLASSIFICATION: All Titles

ABOR MARKET AREA: Statewide/National

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AAJANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NAŢIVE, HAWAIJAN NAŢIVE, PACIFIC ISLANDER

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DATE:

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

OSITION OR POSITION CLASSIFICATION: Professor

ABOR MARKET AREA: Statewide/National

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7/31/2021

DATE:

CCUPATIONAL CATEGORY: EEO 2 - Faculty

OSITION OR POSITION CLASSIFICATION: Associate Professor

ABOR MARKET AREA: Statewide/National

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VOTES:

DATE:

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

OSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)

ABOR MARKET AREA: Statewide/National

ABOK MAKKE! AKEA: Statewide/ National	Uliai										
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IMPLOYMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Norkforce Number Current Filing	74	34	40	18	29	2	ന	2	2	12	9
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CCUPATIONAL CATEGORY: EEO 2 - Faculty

OSITION OR POSITION CLASSIFICATION: Coaching

ABOR MARKET AREA: Statewide/National (NCAA)

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7/31/2021

DATE:

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles

ABOR MARKET AREA: Statewide/National

	GRAND	TOTAL	AL	WHITE		BLACK	Ϋ́	HISPANIC	NIC	*IANHNPI*	INPI*
IMPLOYMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
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RANSFER INTO FROM OTHER CATEGORY	0	0	0	0	Õ	0	O	0	. 0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	D
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	. 15	3	12	7	· 9	Ī	2	0	H	, 0	m
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TRANSFER OUT of AGENCY	0	0	0	0	0	0	0	. 0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
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TOTAL REDUCTIONS	· 23	8	15	. 4	10	2	7	T	. 3	1	0
PROMOS WITHIN	6	1	8	0	9	1	2	0	0	0	0
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7/31/2021

DATE:

CCUPATIONAL CATEGORY: EEO 4 - Clerical

OSITION OR POSITION CLASSIFICATION: All Titles except Sec 2 ABOR MARKET AREA: Hartford County

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et Change(+or-)	8-	-2	9-	F	-4	-1	ή.	0	1	0	0
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CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

7/31/2021

DATE:

POSITION OR POSITION CLASSIFICATION: Secretary 2

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

LABOR MARKET AREA: Hartford County

LABOR MAKKEI AKEA: Hartford County	.									•	
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Workforce Number Prior Filing	36	1	35	1	25	0	. 4	0	. 5	, 0	ᠳ
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* AAIANHNPI = Asian, American Indian, Alaska Native, Hawaiian Native, Pacific Islander

7/31/2021

DATE:

CCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofesional

OSITION OR POSITION CLASSIFICATION: All Titles

ABOR MARKET AREA: Hartford County

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DJUSTMENT - Coding Corrections	. 0	0	0	0	0 .	0	. 0	0	0	0	0
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IOTES:

DATE:

CCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts

OSITION OR POSITION CLASSIFICATION: All Titles

ABOR MARKET AREA: Hartford County

		TOTAL	AL	WHITE	世	BLACK	č	HISPANIC	INIC	AAIANHNPI*	IPI*
MPLOYMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Vorkforce Number Current Filing	10	6	H	6	1	0		0	0	0	O.
Vorkforce Number Prior Filing	10	6	Н	6	1	0	0	0	0	. 0	· 0
let Change (+or-)	0	0	0	0	0	0	0	0	0	0	٥
IRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
ROMO INTO CATEGORY / CLASS	0	.0	0	0	0	0	0	0	. 0	0	0
RANSFER INTO	0	0	0	0	0	0	0	0	. 0	0	0
ADJUSTIMENT - Coding Corrections	0	0	0	0	0	0		0	0	0	0
And the state of t	0	0	0	0	0	0	0	0	0	0	O
OTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
HIL TIME TO PART TIME	0	0	0	0	. 0	0	0	0	0	0	0
SESIGNATIONS	0	0	0	0	0	0	0	0		0	0
3ETIREMENTS	0	0	0	0	,0	0	0	0		0	0 .
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	. 0	0	0	0	0	0	0	0	0	0	0
Commence of the Commence of th	0	0	0	0	0	0	0	0	0	0	0
The state of the s	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	0	0	0	0	0	, 0	0	0	0	. 0	0
PROMOS WITHIN	0	0	0	0	0	0	0	. 0	0	0	0

ICCUPATIONAL CATEGORY: EEO 7 Service Maintenance

OSITION OR POSITION CLASSIFICATION: All Titles Except Custodians

ABOR MARKET AREA: Hartford County

SISVIANT DESCRIPTION	GRAND	TOTAL	1 L	WHITE	TE	BLACK	*	HISPANIC	INIC	AAIANHNPI*	*IdNi
WILLO INVENT FROCESS ANALISIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Vorkforce Number Current Filing	42	38	4	32	2	3	0	3	2	0	0
Vorkforce Number Prior Filing	44	41	က	35	. 2	3	0	3	Н	0	0
let Change(+or-)	-2	-3	1	.3	0	0	. 0	0	₩.	. 0	0
IIRES (incl. Pt to Ft) per layoff	0	0	. 0	0	0	. 0	0	0	. 0	, 0	0
ROMO INTO CATEGORY / CLASS	1	0	Ţ	0	0	0	0	0	. ⊢1	. 0	0.
RANSFER INTO	0	0 .	. 0	0	0	0	0	0		0	0
ADJUSTIMENT - Coding Corrections	Ó	0	0	Ó	0	0	0 ِ	0	0	0	.0
	0	0	0	0	0	Ó	0	0	Ó.	0	0
OTAL INCREASES	T.	0	1	0	0	0	0	0	т	. 0	C
ISMISSAL	0	0	0	0	0	0	0	0	0	0	0
ULL TIME TO PART TIME	0	0	0	0	0	O.	0	0	0	. 0	0
RESIGNATIONS	0	. 0	0	0	0	0	0	0	0	0	0
RETIREMENTS	ີ	3	0	3	0	0	0	0	0	0	0
ROMOTION OUT	0	0	0	0	, 0	0	0	0	0	0	0
RANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0 .	0	0	0	0	0	0	. 0	0
	. 0	0	0	0	0	0	0	0	0	0	0
OTAL REDUCTIONS	m	3	. 0	3	0	. 0	0	0	0	0	0 .
PROMOS WITHIN	. 0	0	0	. 0	0	0	0	0	0	0	0
VOTES:		,	,								

DATE:

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance

OSITION OR POSITION CLASSIFICATION: Custodian

ABOR MARKET AREA: Hartford County

אוואט אוטוייט איזיא וזאואוארן אומדי											Ī
	GRAND	TOTAL	.AL	WHITE	TE	BLACK	ξ	HISPANIC	INIC	AAIANHNPI*	NPI*
EMPLOYIMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Norkforce Number Current Filing	31	20	11	7	7	2	0		4	0	0
Workforce Number Prior Filing	35	23	12	6	7	3	0	11	5	0	. 0
Net Change (+or-)	7 -	Ą	-1	7	0	-1	0	0	τ.	0	0
HIRES	1	7	0	0	0	0	0	T	0	. 0	0
DEMOTION IN LIEU OF LAYOFF	0	0	0	0	0	0	0	0	.0	0	0.
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0.	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	. 0	0	0	0	0
ADJUSTMENT:	Q	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	0	0	0	0	\mathbf{r}	Ó	0	0
DISABILITY RETIREMENT	, -1	T	0	Ţ	0	_ 0	0	0	Ó	0	.0
RESIGNATIONS	2	2	0	O	0	1	0	Τ	0	0	0
RETIREMENTS	H	T	0	1	0	0	0	0	. 0 .	0	Ō
PROMOTION OUT	-		Н	0	0	0	0	0	н	0	. 0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT:	0	0	0	0	0	0	0	0	0	0	. 0
	0	0	0	0	0	0	0	.0	0 .	0	0 .
TOTAL REDUCTIONS	'n	4	1	2	0	1	0	1	τ.	0	0.
PROMOS WITHIN	0	0	0	0	0	, 0	0	0	0	0	0
NOTES:					•						

7/31/2021

DATE:

OCCUPATIONAL CATEGORY: Protective Services

OSITION OR POSITION CLASSIFICATION: Protective Services

ABOR MARKET AREA: Hartford County

	7.										
SISKIVING SOUCH THE WAY OF THE	GRAND	TOTAL	AL	WHITE	TE .	BLACK	CK	HISPANIC	NIC	AAIAŅHNPI*	INPI*
MPLO IMENI PROCESS AMALISIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Vorkforce Number Current Filing	16	14	2	8	2	1	. 0	2	0	0	0
Vorkforce Number Prior Filing	19	16	8	8	2	. 2	· I	9	0	0	
let Change(+or-)	. 53	-2	.1	. 0	0	Τ-	Ţ.	1-	. 0	0	0
IIRES (incl. Pt to Ft)	3	2	Ħ	2	1	0	. 0	0	0	0	0
ROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	. 0	0	0	. 0	0
RANSFER INTO	0	0	0	0	0	0	0	0	0	0	. 0
ADJUSTIMENT - Coding Corrections	.0	0	0	0	0	0	0	0	Ö	0	0
	0	0	0 .	0	0	0	0	0.	0	0	. 0
OTAL INCREASES	.w	. 7	1	. 7	1	0	0	. 0	0	. 0	0
CONTRACT ENDED	0	0	0 .	0	. 0	0	0	0	0.	. 0	0
-ULL TIME TO PART TIME		0	0	0	Ō	0	0	0	O	. 0	0
(ESIGNATIONS	4	. 2	2	τ	7	0	Ţ	1	0	0	0
\{ETIRE!\(\vee{I}\)ENTS	2	7	0	1	0	1	0	0	0	0	0
ADJUSTIMENT - Coding Corrections		0	0	0	0.	0	. 0	0	0	0	0
RANSFER OUT	0	0 ,	0	0	0	0	0	0	0	0	0 ~
IERMINATION	0	0	0	0	0	0	0	0	0	0	0
**	0	0	0	0	0	0	. 0	0	0	0	0
OTAL REDUCTIONS	. 9	. '	2	2	₩	1	. 1	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	. 0	.0	0	0	0	0
	-										

VOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY:

OCATION:

EEO 1 Executive Administrative

DATE:

OSITION OR POSITION CLASSIFICATION:

All Titles

Statewide/National

Ology I wish you in The Action	GRAND	TOTAL	-4	WHIT	TE	BLACK	K	HISP,	HISPANIC	AAIANHNPI*	*IdNH		UNKNOWN	Z	
APPLICATE FLOW AINALTSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	Ö	0	0	0	O.	0	0	0	0	, 0	0	0	0	0	∢
Outside agency	o	0	0	0	0	0	. 0	. 0	0	0	0	0	0	0	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	U
Cert. Employment List	0	0	, O	0	. 0	0	0	0	0	0	0	0	0	0	Ω
Transfer List	0	0	0	Ô	0	0	0	0	0	0	0	0	0	0	ш
Other Applicants	157	□ 9Z	79	.56	53	7	12	. 6	1	4	7	3	12	2	لئہ
TOTAL APPLICANTS	157	. 92	79	95	. 53	7	12	9	1	4	I	3	12	2	ტ
FOTAL REJECTED APPLICANTS	48	23	23	13	. 01	2	4	4	1	1	1	0	7	2	工
TOTAL QUALIFIED APPLICANTS	109	53	56	43	43	2	8	2	0	3	. 0	3	5	0	
TOTAL INTERVIEWED	20	12	8	6	4	1	. 3	2	. 0	0	0 .	. 0	Ţ	. 0	0
Not offered Position	18	12	9	6	. 8	Ţ	2		. 0	0	0	0	Ţ	.0	Δ.
Offered Position	7.	0	2	0	1	0	н	0	0	0	0	0	0	0	Ø
Refused Position	0	0	0	0	0	0	0	.0	0	0	0	0	۵	, O	.rz
TOTAL ACCESSIONS	. 7	`0	2	0	Τ	0	1	Ö	0	0	0	0	0	. 0	S
Notes: Thenwar Applicant Calculations are factored constrately into the grand total total an	ire factored se	parately into th	e grand tot	al total male		d total female categories.		Total male + total female + unknown/unknown = grand total	ale + unknov	vn/unknown	1 = grand to	tal.			

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTIONS

CCUPATIONAL CATEGORY:

OSITION OR POSITION CLASSIFICATION:

OCATION:

EEO 1 Executive Administrative

July 31, 2021

DATE:

All Titles

Statewide/National

		,													_
	GRAND	TOTAL	4.	WHIT	出	BLACK	<u>ئ</u>	HISPANIC	ANÍC	AAIANHNPI*	HNPI* .	,	UNKOWN	•	
PPLICANI FLOW ANALYSIS	TOTAL	MALE FEMALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	80	, 29	18	35	13	9	1	0	0	14	2		2	0	A
Outside agency	0	0	. 0	0	0	0	0.	0	0	0	0	0	0	0	മ
Reemployment List	0	0	0 ,	. 0	0	0	0	0	0	0	Ò	0	ò	0	U
Cert. Employment List	0	0	0	0	Ó	0	0	0	0	0	0	0	0	0	Ω
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	O	ш
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L1.,
OTAL APPLICANTS	80	29	18	32	. 13	9	1	0	0 .	14	. 2	7	2	. 0	Ŋ
OTAL REJECTED APPLICANTS	. 50	39	11	21	7	5		0	0	8	·	5	2	. 0	Ė
OTAL QUALIFIED APPLICANTS	30	23	7	14	9	1	0	0	0	9	1	2	0	0	
OTAL INTERVIEWED	29	. 22	7	13	9	1	0	_ 0	0	9	1	2	0 .	0	0
Not offered Position	25	21	4	12	m	1	0	0	0	9	Ħ	2	ò	0	Δ.
Offered Position	4	1	3	1	3	0	0	0	0	0	0	0	O	0	Ø
Refused Position	0	Ö	0	0	0	0	0	0	0	0	0	0	0	0	<u>~</u>
OTAL ACCESSIONS*	4	1	8	1	3	0	0	0	0	0	0	0	0	0	S
totes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total	ire factored se	parately into t	he grand tot	al, total male	and total fe	male categorii	es. Total ma	ale + total fem	iale + únkno	wn/unknow	n = grand tc	rtal.			

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION

CCUPATIONAL CATEGORY:

EEO 2:- Faculty

DSITION OR POSITION CLASSIFICATION:

JCATION:

Professor

Statewide/National

FEMALE | UNKNOWN

UNKNOWN

HISPANIC

WHITE

Grand

July 31, 2021

DATE:

O O

o

> o O

O

Q

Not offered Position

OTAL ACCESSIONS

Refused Position

OTAL INTERVIEWED

N

N

o

N

OTAL QUALIFIED APPLICANTS

MALE o AAIANHNPI*

MĀLE FEMALE O FEMALE O Ö MALE FEMALE MALE MALE | FEMALE N đ m TOTAL Ö N MALE Ш m O Ŋ O Total Ŋ a ത APPLICANT FLOW ANALYSIS OTAL REJECTED APPLICANTS Cert. Employment List Reemployment List OTAL APPLICANTS Other Applicants Outside agency Transfer List

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

CCUPATIONAL CATEGORY:

EEO 2 - Faculty

July 31, 2021

Associate Professor

OSITION OR POSITION CLASSIFICATION:

OCATION:

Statewide/National

						ļ								
	Grand	01	TOTAL	MHII	HTE	118	BLACK	HISP	HISPANIC	AAIAN	AAIANHNPI*		UNKNOWN	
APPLICANI FLOW ANALYSIS	Total	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	· MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	. 0	0	0	0	. 0	0
Other Applicants	450	336	105	88	32.	.21	4	. 5	2	145	47	. 77	20	6
OTAL APPLICANTS	450	336	105	88	32	21	4	ī.	2 .	145	47	77	20	6
OTAL REJECTED APPLICANTS	291	222	. 62	55	20	15	ψl	4	Ţ	83	26	65	14	7
OTAL QUALIFIED APPLICANTS	159	114	43	33	12	9	œ.	1	r-i	62	21	12	é	2
OTAL INTERVIEWED	105	. 77	27	21	6	4	2	1	0	43.	14	∞ .	2	H
Not offered Position	95	.69	. 25	.19	თ	4	1	Ι.	0	37	13	œ	2	· 🛏
Offered Position	10	8	2	2	0	0	1	0	0	9	1	0	0	0
Refused Position	0	. 0	0	0	0	0	0	0	0	0	0	0	0	0
OTAL ACCESSIONS	10	8	. 2	2	0 -	0	н	0	0	9	-	0	0	0
lotes: Unknown Applicant Calculations are factored separately into the Total Category, Total	are factored s	eparately in	to the Total C	ategory, Tot	al Male and To	otal Female	categories. T	otal Male +	Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total	+ Unknow	յ/Սոkոօwո ։	= Grand Tota		

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY:

EEO 2 - Faculty

July 31, 2021

DATE:

Associate Professor

POSITION OR POSITION CLASSIFICATION:

OCATION:

Statewi

Statewide/National

ABBLICANT ELOM ANALVSIS	Grand	TOTAL	4L	WHI	IITE	BLACK	CK	HISPANIC	INIC	AAIANHNPI*	4NPI*		UNKNOWN	2
AFFECAIN FEOW AINALISIS	Total	MALE	FEMALE	MALE	FEMALE	MALE .	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	18	8	10	9	7	ī	0	0	1	Ţ	2 .	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	18	8	10	. 9	7	1	0	0	1	1	2	. 0	0	0
OTAL REJECTED APPLICANTS	н	1	0	1	0	0	. 0	0	0	0	, 0	0	. 0	0 .
TOTAL QUALIFIED APPLICANTS	17	7	10	5	7	1	0	0	Ħ	1	2	0	0	0
TOTAL INTERVIEWED	. 17	. 2	1:0	. 2	7	T I	0	0	1	1	2	0	. 0	. 0
Not offered Position	0	0	0	, 0	, O	0	0	0	0	0	0	0	0	0
Offered Position	17	7	10	2	7 .	1	0	0	₩	Н	2	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	17.		10	5	7	1	0	0	1	1	2	0	,0	0
Votes: Unknown Applicant Calculations are factored separately into the Total Category, Total	are factored s	separately into	the Total C	itegory, Tota	il Male and T	otal Female	ategories. T	Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total	otal Female	+ Unknown,	'Unknown	= Grand Total		

PARIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

CCUPATIONAL CATEGORY:

EEO 2 - Faculty

DATE: July 31, 2021

DSITION OR POSITION CLASSIFICATION:

CATION:

Assistant Professor (including Instructor)

Statewide/National

Q O ഗ FEMALE UNKNOWN O UNKNOWN otes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total φ Ø O MALE 띪 FEMALE ന AAIANHNPI* Ō MALE Z FEMALE Ö മ œ. HISPANIC MALE ø m O FEMALE 덕 디 BLACK MALE Z œ o 꿆 FEMALE 낊 ∞ WHITE 104 -MALE E FEMALE Q TOTAL MALE Ö o O GRAND TOTAL ö APPLICANT FLOW ANALYSIS *OTAL QUALIFIED APPLICANTS OTAL REJECTED APPLICANTS* Cert. Employment List Not offered Position **STAL INTERVIEWED** OTAL ACCESSIONS* Reemployment List **STAL APPLICANTS** Other Applicants Refused Position Offered Position **Jutside agency** ransfer List

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRE

OCCUPATIONAL CATEGORY:

EEO 2 - Faculty

July 31, 2021

DATE:

Coaching Staff

OSITION OR POSITION CLASSIFICATION:

OCATION:

Statewide/National

		IATOT	LAI	WHITE	ITE	BIA	BIACK	HISPANIC	JING	*IONHNDI*	*IdNH		NWOMMI	
	GRAND	2			4				2					
APPLICANT FLOW ANALYSIS		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0 m 0	0	0	, O	. 0	0	0	.0	0
Other Applicants	. 148	345	2	25	0	54	0	14	Н	3	0 .	17	Ħ	
FOTAL APPLICANTS	148	145	2	57	0	54	. 0	14	-	3	0	- 41	Ţ	. 1
TOTAL REJECTED APPLICANTS	. 122	119	2	46	0	41	0	14	Н	3	0	15	1	Н
FOTAL QUALIFIED APPLICANTS	56	72	0	11	0	13	_ 0	0	. 0	0	0	7	0	0
FOTAL INTERVIEWED	19	19	0	8	0	6	0	0		0	0	7	0	0
Not offered Position	1.4	14	. 0	7	0	7	0	0	0	0	0	0	0	.0.
Offered Position	3	3	0	1	. 0	2	Ö,	0		.0	0	0	0	. 0
Refused Position	. 0	0	0	. 0	0	0	. 0	0	0	. 0	0	0	0	0
FOTAL ACCESSIONS	3	_ 3 _	0	1	0	2	0	0	0	. 0	. 0	0	0	0
Notes: Unknown Applicant Calculations are factored separately into the grand total, i	tions are fac	ctored sepai	rately into th	ne grand tota	al, total male	and total fi	emale catego	ories. Total	total male and total female categories. Total male + total female + unknown/unknown = grand total	female + un	known/unk	nown = gran	d total.	•

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

CCUPATIONAL CATEGORY:

DSITION OR POSITION CLASSIFICATION:

SCATION:

EEO 3 - Professional Non Faculty

All Titles

Statewide/National

DATE: July 31, 2021

											ı				
	Grand	Total	Total	•	White	Black		ŭ	Hispanic Other		-/////////	Ē	Unknown	Unknown	
PPLICANT FLOW ANALYSIS	Total	Male	Female	Male	remale	Male	remale	Male	remale	Male	remale	Male	remaie	Unknawn	ľ
Intra-agency	0	0	0	0	Ö	0	. 0	0	0	0	0	0	0		⋖
Outside agency	0	. 0	0	0	0	0	0	0	0	0	0	Ō	0	0	m
Reemployment List	ď	0	0	0	O	0	0	0	0	0	0	0	0	0	U
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0.	Ω
Transfer List	. 0	0	0	0	. 0	0	0	0	Ō	0	0	0	D	0	ш
Other Applicants*	629	248	408	158	253	24	44	13	31	æ	21	45	59	ന	լյ_
OTAL APPLICANTS	629	248	.408	158	253	24	44	13	31	8	21	45	59	m	ெ
OTAL REJECTED APPLICANTS	497	203	292	128	171	1.7	31	13	24	6	16	39	50	2	ェ
OTAL QUALIFIED APPLICANTS	162	45	116	30	82	7	13	0	٠ 7	2	τO	9	6	H	
OTAL INTERVIEWED	127	38	88	97	90	7	11	. 0	5	2	വ	æ	7	Т	0
Not offered Position	111	34	76		54	7	6	0	4	2	2	3	. 7	∺	Д.
Offered Position	16	4	12	Þ	9	0	2	0		0	3	0	0	. 0	ď
Refused Position	2	7	0	2	0	0	0	0	0	0	0	0	0	0	α.
OTAL ACCESSIONS .	14	2	12	2	9	0	2	0	Н	. 0	· 8	0	0	0	S
otes: Unknown Applicant Calculations are factored separately into the grand total, total	ns are facto	ired separately	into the g	rand total, to		male and total female categories. Total male $+$ total female $+$ unknown/unknown $=$ grand total	le categori	es. Total ma	le + total fe	male + unk	inown/unl	known = gran	ıd total.		

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTIONS

OCCUPATIONAL CATEGORY:

OSITION OR POSITION CLASSIFICATION:

OCATION:

EEO 3 - Professional Non Faculty

All Titles

Statewide/National

DATE: July 31, 2021

	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	Other	Other	Unknown	Unknown	Unknown	•
IPPLICANT FLOW ANALYSIS	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Unknown	!
Intra-agency	1	н	0	0	0	τ	0 .	0	0	0	0	0	0	0	A
Outside agency	0	0	, O	0	0	0	0	0	0	0	0	0	0	0	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0 .	ပ
Cert. Employment List	0	0	, 0	0	0	0	0	0	0	0	0	0	0 .	0	Ω
Transfer List	o	. 0	0	0	0 ·	0	0	0	0	0	0	0	0 .	0	ш
Other Applicants	184	67	134	27	52	14	46	. 9	24	1	2	7	. 10	1	LL.
OTAL APPLICANTS	185	. 20	134	27	52	15	46	9	24	T	. 2	τ	10	FT	
TOTAL REJECTED APPLICANTS	152	* 44	107	23	39	13	38	9	19	1	2	1	6	r -J	I
TOTAL QUALIFIED APPLICANTS	33	9	27	Þ	13	7	80	0	τ.	0	0	0	. H	0	
OTAL INTERVIEWED	33	1	2 .	0	Ц	. 1	1,	0	0	0	. 0	0	0	0	0
Not offered Position	. 2	0	2	0	1	0	۲H	0	0	0	O	. 0	0	0	. д.,
Offered Position	H	T	0	0	0	1	0	0	0	0	0	0	0	0	Ø
Refused Position	0	0	0	0	. 0	0	0	0	0	0	0		0	Ö	~
FOTAL ACCESSIONS	H	T	0	0	0	T	. 0	0	0	0	0	0	0	0	S
Notes: Unknown Applicant Calculations are factored separately into the grand total, total	ns are facto	ed separately	into the g	rand total, to		male and total female categories. Total male + total female + unknown/unknown = grand total	le categori	es. Total ma	ale + total fe	male + unk	un/uwou	cnown = gran	d total.		!

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - Hires

CCUPATIONAL CATEGORY:

OSITION OR POSITION CLASSIFICATION:

All Titles Except Sec 2 EEO 4 - Clerical

Hartford County

OCATION:

DATE:

July 31, 2021

•													•		
APPLICANT HOLD AND INC.	GRAND	TOTAL	AL	WHITE	ITE	BLACK	CK	· HISPANIC	NIC	* AAIANHNPI*	HNPI*		UNKNOWN	N.	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	1
Intra-agency	0	0	.0	0	0	0	0	0	0	0	0	0	0	0	⋖
Reemployment List	0	0	. 0	0	0	0	0.	0	0	0	0	0	0	0	ш
Outside agency	860	187	672	. 85	310	39	162	27	119	- 6	35	27	46		U
OTAL APPLICANTS FOR POSITION	860	187	672	85	310	33	162	27	119	. 6	. 35	_ 22	46	, T	ᄔ
OTAL REJECTED APPLICANTS FOR POSITION	239	71	167 .	37	68	13	43	- 6	42	3	10	6	4		φ
OTAL QUALIFIED APPLICANTS FOR POSITION	621	116	505.	48	242	26	. 119	18	77	9	25	18	42	0	王
OTAL INTERVIEWED	47	- 6	38	2	18	0	12	, 7	. 3	3	1	2	4	0	
Not offered Position	. 42	8	34	1	15	. 0	11	2	. 8	3	Ţ	2	4	0	
Offered Position	.S	1	4	1	m	0	Н	0	0	0	0	0	0		×
Refused Position	1	1	. O	1	0.	0.	0	0	. 0	0	0	0	0	0	1
OTAL ACCESSIONS*	4	0	4	0	ന	0	1	0	0	_ 0	. 0	Ó	0	0	Σ
otes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.	separately in	to the grand	total, total	male and to	tal femalė c	ategories. 7	otal male +	total female	+ unknow	n/unknow	n = grand t	totaí.			L

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - Promotion

ACCUPATIONAL CATEGORY:

EEO 4 - Clerical

July 31, 2021

DATE:

All Titles Except Sec 2

OSITION OR POSITION CEASSIFICATION:

OCATION:

Hartford County

	. !														
ABBITCANT ELOMIANIVEIS	GRAND	TOTAL	AL	MHI	TTE	BLACK	CK	HISPANIC	\NIC	AAIANHNPI*	HNPI*		UNKNOWN	NN	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	. 0	0	A
Outside agency	0	0	0	0	O.	0	0	0	0	0	O	0	0	0	ш
Reemployment List	٥	0	0.	0	. 0	0	0	0	0	0	0	0	٥	Ö	ပ
Cert. Employment List	0	0	Ó	0	0	0	0	0	0	0	0	0	0	. 0	О
Transfer List	0	0	0	0	.0	0	0	0	O	0	0	0	0	0	ពា
Other Applicants	0	0	Ö	0	0	0	0	0	0	0	0	0	0 .	0	Ш
OTAL APPLICANTS	0	0	0	0 _	0	0	0 .	0	0	. 0	0	0	0.	0	G
OTAL REJECTED APPLICANTS	0	0	0	0	0	0	. 0	0	0 .	0	0	0	0	0	I
TOTAL QUALIFIED APPLICANTS	0	0	, 0	0	0	0	0	0	0	0	0	0	0 -	0	
OTAL INTERVIEWED	ò	0	0	0	0	. 0	. 0	, 0	0.	0	0	0 🐇	0	. 0	-
Not offered Position	0	0	0	0	. 0	0	0	0	0	0	0	0	0	0	쏘
Offered Position	0	0	0	0	0	0	0.	0	0	0	Ō	0	0	0	ا۔۔۔
Refused Position	0 ··	0	0	0	0	0	0	0	0	0	0	0	0	0	Σ
TOTAL ACCESSIONS*	0	0	0.	0	0	0	0	, o	0	0	0	0	0	0	z
otes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total	ins are factor	ed separately	/ into the gr	and total, to	otal male an	d total fema	le categorie	s. Total ma	e + total fe	male + unk	nown/unk	nown = gra	and total.		

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

CCUPATIONAL CATEGORY:

OCATION:

EEO 5 - Technical/Paraprofessional

DATE:

OSITION OR POSITION CLASSIFICATION: All Titles

Hartford County

SISVERS THE THEORY	GRAND	TOTAL	'AL	WHI	ITE	BLACK	CK	HISPANIC	INIC	AAIANHNPI*	HNPI*		UNKNOWN		
APPLICANI FLOW ANALISIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEWALE	Male	Female	Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	. 0	0	0	Α
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	O	0	മ
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	. 0	0	0	0	0	0	0	0	Q
Transfer List .	0	0	0	0	0	0	0 .	0	0	0	0	0	0	, O·	Ħ
Other Applicants	171	156	11	99	4	19	2	13	2	13	0	45	3 .	4	<u>ц</u>
OTAL APPLICANTS	171	156	11	. 99	4	19	.2	13	2	13	0	45	3	4	ß
OTAL REJECTED APPLICANTS	159	144	11	85	4.	17	. 2	13	2	13	ō	43	т	. ct	æ
-OTAL QUALIFIED APPLICANTS	12	12	0	8	0	2	0	Ō	0	0	. 0	. 2	0	. 0	
-OTAL INTERVIEWED	4	4	0	. 2	0	0	. 0	0	. 0	0	0		0	0.	0
Not offered Position	ω,	3	0	I	0	0	. 0	0	0	. 0	0		0	0	Δ.
Offered Position	+1	1	0	1	0	0	0	0	. 0	0	0	0	0		Q
Refused Position	0	0	0	0	0	0	0	0	0.	0	0	0	· 0	0	~
FOTAL ACCESSIONS	с -1	T	Ò	1	0	0	0	0	0	0	0	0	0	0	S
Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = 1	ions are facto	red separate	ly into the g	rand total, ·	cotal male a	nd total fem	iale categori	es. Total me	ile + total fe	male + un	known/un	ıknown = gra	grand total.		

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY:

EEO 6 - Skilled Crafts All Titles Hartford County

July 31, 2021

DATE:

POSITION OR POSITION CLASSIFICATION:

LOCATION:

TION LABOR TO THE THREAD TO THE R	GRAND	TO	TOTAL	WI	WHITE	BL	BLACK	HISP	HISPANIC	AAIAN	AAIANHNP!*	. ^	UNKNOWN	Z	
APPLICAINI FLOW AINALISIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	. MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0.	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	O	0	0	. 0	0	0	ш
Reemployment List	0	0	0	0	0	. 0	0	0	. 0	0	0	0	0	0	ပ
Cert. Employment List	0	. 0	0	0	0	0	0	0	0	. 0	0	.0	0		Ω
Transfer List	0	0	0	Ö	0	0	0	0	0	. 0	. 0	. 0	0	0	<u>ш</u>
Other Applicants	0	0	0	0	0	. 0	0	0.	0	0	0	0	. 0	0	11.
TOTAL APPLICANTS	. 0	0	0	0	0	0	0	0 -	0	0	0	0	0	0	9
TOTAL REJECTED APPLICANTS	, . O	0	0	0	0	0	. 0	0	0	0	0	0	0	0	x
TOTAL QUALIFIED APPLICANTS	0 .	0	0	0	. 0	0	0	0	. 0	0	0	0	0	0	
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0.	0	0	0 .	0
Not offered Position	0	0	0	0	0	0	0	0.	O.	0	0	. 0	0	O	۵
Offered Position	0	0	, 0	0	0	0	0	0	0	0	0	О	0		ď
Refused Position*	0	0	0	0	0	0	0	0	. 0	0	0	0.	0	0	ద
TOTAL ACCESSIONS	0	0	O,	0	0	0	0	0	0	0	0	0	0	0	S
Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown Grand Total Total Categories	itions are fa	ctored sep	arately into	the Total	Category, T	otal Male	and Total F	emale cate	gories. Tot	al Male	F Total Ferr	rale + Unkn	iown/Unkno	wn = Grand To	otal;
Promotion through contractual rights.	hts.						-								

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS

CCUPATIONAL CATEGORY:

EEO 6 - Skilled Crafts

July 31, 2021

DATE:

All Titles

OSITION OR POSITION CLASSIFICATION:

OCATION:

Hartford County

															_
	GNVB	TOTAL	7F	WHITE	ITE	BLACK	CK	HISP	HISPANIC	AAIAN	AAIANHNPI*		UNKNOWN	Z	
PPLICANT FLOW ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	THERE WE	THERE WERE NO ACCESSIONS DURING THE RE	SSIONS D	URING THE	REPORTI	PORTING PERIOD						,			A
Outside agency	. 0	0	0	0	0	0	0	0	0	. 0	0	0	0	0	ш
Reemployment List	0	0	0	0	0.	0	0	0	0	0	0	0	0	0	U
Cert. Employment List	0	٥	0	0	0	0	0	0	. 0	0	0	0	0	0	Ω
Transfer List	0	0	0	0	0	0	. 0	0	0	0		0	0	· 0	ויזו
Other Applicants	0	0	0	0	0	0	0	Ö	0	0	0.	0	0	0	山
OTAL APPLICANTS	0	0	0	0	0 ,	0	0	0	0	0	0	. 0	0	0	ம
OTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	- 0	. 0	0	0	.0	I
OTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	.0	0	0	0	. 0	0	
OTAL INTERVIEWED	0	0	0	0	o	0	0	0	0 · ·	0	0	0	0	0	Ö
Not offered Position	·	0	0	0	0	0	0	0	Ó	0	0 ·	0	0	0	۵.
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	. 0	Ø
Refused Position*	0	0	O	0	0	0	0	0	0	0	0	0	O	0	œ
FOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S
Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total;	ations are fa	actored sepa	rately intc	the Total	Category, 1	Total Male	and Total F	emale cat	gories. To	tal Male 1	- Total Fer	nale + Unkn	iown/Unknt	own = Grand To	rtal,
Promotion through contractual rights.	thts.											•			
					_							,			

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS -HIRES

CCUPATIONAL CATEGORY:

EEO 7 - Service Maintenance

July 31, 2021

DATE

OSITION OR POSITION CLASSIFICATION:

OCATION:

All Titles Hartford County

	-								,		.	-		,	r
GRAND	لــــــ ٥	TOTAL	'AL	W	WHITE	BL	BLACK	HISP	HISPANIC	AAIAI	AAJANHNPI*		UNKNOWN	N	
TOTAL	<u> </u>	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
ERE	WER	E NO ACC	THERE WERE NO ACCESSIONS DURING THE RE	JRING TH	E REPORTIN	PORTING PERIOD				. ,			*		⋖
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	0	. 0	0	0	0	0	0	0	. 0	0	٥	0	0	0	Ŋ
SS	are fac	tors separ	otes: Unknown Applicant Calculations are factors separately into the Total Categ	he Total C	ategory, To	tal Male a	nd Total Fe	male categ	gories. Tota	ıl Male +	Total Fema	ale + Unkno	ory, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand	wn = Grand	

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION

CCUPATIONAL CATEGORY:

CATION:

EEO 7 - Service Maintenance

July 31, 2021

DATE:

OSITION OR POSITION CLASSIFICATION:

All Titles

Hartford County

SISVIAMA NIO 13 TIMA DI ING	GRAND	TOTAL	AL .	WHITE	ITE	BLACK	Č	HISPANIC	ANIC	AAIAN	AAIANHNPI*		UNKNOWN	Z	·····
ברוכקאן רכש אוארוסוס	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKONWN	
Intra-agency	17	13	4	8	1	1	2	2	1	. 0	0	2	0	0	А
Outside agency	. 0	0	. 0	0	. 0	0	0	0	0	0	0	0	0	. 0	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ċ
Cert, Employment List	0	. 0	0	0	0	0	0	0	0	0	0	0	0	0 :	Ω
Transfer List	0	0	0	0	0	0	· 0	0	.0	0	0	0	0	0	ш
Other Applicants	0	0	. 0	0	Ô	0	0	0	0 .	0	0	0	. 0	0	江
OTAL APPLICANTS	17	13	4	8	1	τ	2	, Z	1	0	0	, 7	0	0	ပ
OTAL REJECTED APPLICANTS	12	6	3	9	П	1	2	1	0	0	0	1	0	0	I
OTAL QUALIFIED APPLICANTS	75	4	Н	7	0 .	0	0	τ	1	0	0	T	0	0	I
OTAL INTERVIEWED	5	4	Ħ	7	0 .	0	0	1	1	0	. 0	T	0	0	0
Not offered Position	4	7	0	. 7	0	0	0	1	0	0	0.	1	0	0	Р
Offered Position	7	0	Ţ	0	0	0	0	0	н	0	0	0	o ,	.0	Ø
Refused Position	0	0	0	0	0	0	, O	0	0	0	0	0 .	0	0	改
OTAL ACCESSIONS	1	0	1	0	0 .	0	0	0	Н	0	. 0	0	0	0	S
lotes: Unknown Applicant Calculations are factors separately into the Total Category.	ations are fa	actors separ	ately into 1	the Total C	ategory, Tc	otal Male a	nd Total Fe	male categ	ories. Tota	I Male +	Total Fem	ory, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand	wn/Unkno	wn = Grand	
															1

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

OSITION OR POSITION CLASSIFICATION: OCCUPATIONAL CATEGORY:

EEO 7 - Service Maintenance

July 31, 2021

DATE:

Custodian Hartford County

FEMALE UNKNOWN 0 0 0 0 0 0 0 0 0
MALE FEMALE UN 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

CCUPATIONAL CATEGORY:

CATION:

Protective Service

July 31,2021

DATE:

DSITION OR POSITION CLASSIFICATION:

All Titles Hartford County

ŀ											-				to
GRAND	TOTAL	귛		WHITE	ITE	BLACK	\CK	HISP	HISPANIC	AAIANHNPI*	HNPI*		UNKNOWN	Z	
MALE		II.	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	NWONNI	
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102 78	. 8 <i>L</i>		24	26	6	30	10	15	0	Þ	0	3	. 5	0	ß
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21 14	14		7	8	4	4	7	1	0 .	0	0	T	1	0	-
15 10	_ 70		5	9	2	3	2	1	. 0	0	0	0	7	0	0
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		i		,	•										

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

CCUPATIONAL CATEGORY:

Protective Service

July 31,2021

DATE:

OSITION OR POSITION CLASSIFICATION:

DCATION:

All Titles Hartford County

	GRAND	TOTAL	,AL	W	WHITE	BLACK	ĆK	HISP	HISPANIC	AAIAN	AAIANHNPI*		UNKNOWN	Z	
APPLICANI FLOW ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE'	MALE	FEMALE	MALE '	FEMALE	UNKNOWN	
Intra-agency	0	0	0	0	0.	0	0	. 0	0.	. 0	0 .	. 0	0	0	A.
Outside agency	0	0	0	0	. 0	0	. 0	0	0	0	0	0	Q	0	ď
Reemployment List	0	0	0	0	0	0	O	0	0	0	O	0	0	0	Ú
Cert. Employment List	0	0	0 .	0	0	. 0	0	g	0	0	0	0	0	0	Ω
Transfer List	0	0	0	0	. 0	0	0	0	0	0	0	0	0	0	ய
Other Applicants	0	0	0	. 0	. 0	0	0	0	0 .	0	0	0	0	0	ĽĹ.,
OTAL APPLICANTS	0	0	0	0	. 0	0	0	0	. 0	0	0	0	0	0	ŋ
OTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	.0	0	0	0	0	0		エ
OTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	brand.
OTAL INTERVIEWED	0	0	0	0	0 .	. 0	. 0	0	0	0	. 0	0	0	0 ,	0
Not offered Position	0	0		0	0 ·	0	0	0	0	0	0	0	0.	0	Δ.
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ø
Refused Position	0	0	. 0	0	0	0	0	0	0	0	0	0	0	0	ద
OTAL ACCESSIONS	0	0	0	0	0	. 0	0	0	0	0	0	0	0 .		S

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative Position or Position CLASSIFICATION: All Titles in Category Form #42 A3

2021	•										
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC HISPANIC	HISPANIC	OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	•										
SERVICE RATINGS											
Excellent	. 0	0	0	0	0	o	0	0	0	0	0
Good	23	12	11	7	6	3	1	_	1	1	0
Satisfactory	0	Ö	0	0	0	0	0	0	0	0	
Fair	0	0 .	0	. 0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0.	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0 .	0	0	Ô	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	O
TRANSFERS	0	0	0	0	0	٥	0	0	0	0 -	O.
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0 .	· .	0	0	0	O

Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed. Note: Includes M/C evals. SG39 and > and Admin. VII evals.

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY POSITION OR POSITION CLASSIFICATION: Professor

Form #42 A3

2021											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK		HISPANIC	HISPANIC	OTHER OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEWALE	MALE	FEMALE
				٠		,					
ERVICE RATINGS			-			***************************************					
xcellent	0	0	0	0	0	0	0	0		0	o.
poog	190	125	65	93	20	5	9	ი		18	7
air	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Jnsatisfactory	0	0	0	0	0	0	0	. 0	0	0	0
REPRIMANDS	0	0	0		0	0	0	. 0	0	ļ	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0 ·	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0.	0	O.	0
ower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	O.	0	0	0	0	0
ntra-Agency	0	0	0	0	0	0	0	0	0		۵
Outside Agency	0	0	0	0	0	0	0		0	0	0
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Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY POSITION OR POSITION CLASSIFICATION: Associate Professor

Form #42 A3

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	HISPANIC	MALE			0	2	0	0	0	0	O	0	0	0	0	0	0
		FEMALE			0	4	0	0	0	0	0		0	0	0	0	0
		MALE			0	. 5	0	0	0	0	0	0	0	0	0	0	0
-	WHITE	FEMALE			0	52	0	0	0	0	0	0	0	0	0	0	0
	WHITE	MALE			0	47	0 .	0	0	L	0	0	0	0	0	0	0
		FEMALE		•	0	71	0	0	0	0	0	0	0	0.	0	0	0
	TOTAL	MALE			0	73	0	0	0		О	0	0	0	0	0	0
	GRAND	TOTAL			0	144	0	0	0		0	0	0	0			
2021	PERSONNEL EVALUATION	ANALYSIS	A STATE OF THE PARTY OF THE PAR	SERVICE RATINGS	Excellent	Good	Fair	Satisfactory	Unsatisfactory	REPRIMANDS	SUSPENSIONS	DEMOTIONS	Within Occ Category	Lower Occ Category	TRANSFERS	Intra-Agency	Outside Agency

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired

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

GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC MAI E	HISPANIC FEMALE	OTHER MAI E	OTHER FEMAI F
MIA	4	FEMIALE	MALE	r Emilyee	WALE	ובייושרב	1141	ו דוגאוין	114	
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	0	0	. 0	0		0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0

Faculty who are not renewed are counted as receiving an unsatisfactory service rating -Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

OCCUPATIONAL CATEGORY: EEO-2 - Coaching POSITION OR POSITION CLASSIFICATION: Coaching Form #42 A3

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		MALE		0	4	0	0	0	0	0	0		0	0	0	0	С
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,	WHITE	MALE		0	15	0	0	0	0	0	0	0	0	0	0	0	0 .
•	TOTAL	FEMALE		0	7	O	0	0	0	0	0	0	0	0	0	0	C
	TOTAL	MALE		0	. 19	0	0	0	0	0	0	0	0	0	0	0	
	GRAND	TOTAL		0	26	0	0	O	C	0	0	0	0	0	0	0	C
2021	UATION	ANALYSIS	SERVICE RATINGS	Excellent	poor	Tair	Satisfactory/	I heatisfactory	PEDRIMANDS	SINCENSIONS	SNOILOWED	Within Occ Category	Lower Occ Category	TRANSFERS	Infra-Agency	Outside Agency	

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed a notation of unsatisfactory is made Coaching total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus two employees who

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty POSITION OR POSITION CLASSIFICATION: All Titles in the Category Form #42 A3

2021		-					Automore				-
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	BLACK HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
										,	
SERVICE RATINGS											
Superior	0		0 .	0	0	0	0	0	0	0	0
Excellent	106	43	63	37	48	-	5	ည	4		5
Good	. 37	13	24	7	17	3	4	2	က		
Satisfactory	က	2	1	2	·	0	0	O	0	٥	O
Fair	0	0	0 .	0	0	0	0	0	0	•	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	*	Ī	0	~	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0 :	0	0	0	0	0		٥	0
TERMINATION	0	0	0		0	0	0	0	0		0
Within Occ Category	0	0	0		0	0		0	0	0	0
Lower Occ Category	0	0			0	0	0		0	0	0
TRANSFERS	0	0	0	٥	0	0	·		0		0
Intra-Agency	0	0	0	0	0	0	-	0	0		0
Outside Agency	0	0	0		0	0	0	0	0	0	0

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

OCCUPATIONAL CATEGORY: EEO-4 - Secretarial Clerical POSITION OR POSITION CLASSIFICATION: All Titles in Category Form:#42 A3

2021									- 1		
PERSONNEL EVALUATION	GRAND	TOTAL MAI F	TOTAL FFWALE	WHITE	WHITE	BLACK	BLACK	HISPANIC		HISPANIC AAIANHNPI AAIANHNPI FEMALE MALE FEMALE	AAIANHNPI FEWALE
SERVICE RATINGS .											
Excellent	13	1	12	1	10	0	7	0	1	0	
Very Good	28	9	22	. 2	17	2	1	~	3		
Good	3	0	33	0	0	0	2	0	1	0	
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	O	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	O		0	0	0	0	0	0	0	0	0
DEMOTIONS · ·	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0		0
Lower Occ Category		0	0	0	0	0	0	0			0
TRANSFERS	0	0	0	0	0	0	0	0			0
Intra-Agency	0	0	0			0		0			0
Outside Agency	0	0	0		0	0	0	0	0		0
											-

Note: Some numbers are different than current workforce because of newly hired staff who would not have received a PA in 2020/2021 while at CCSU. Other

OCCUPATIONAL CATEGORY: EEO-5 - Technical/ ParaProfessional Position or Position CLASSIFICATION: All Titles in Category Form #42 A3

2021											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	Ī	AAIANHNPI
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS				•		•			•		
Superior	2	0	2	0	2	0	0	0	0	0 .	0
Excellent	9	3	3	2	2	0	1	X		0	0
Tar.	0	0	0	Ō	0	0	0	0	0	0	0
Good	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	_	0	*	0	1	0	0	0	0	Ó	0
Unsatisfactory	0	0	. 0	0	0	0	0	0			0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	
SUSPENSIONS	0	0	0	0	0	0	0	0		0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0 .	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0		0	0		0	0
TRANSFERS	0	0	0	0	0 .	0	0			0	0
Intra-Agency	0	0	0	0	0	0	0	0		0	0
Outsidė Agency	0	0	0		0	0	0	0	0	0	0

OCCUPATIONAL CATEGORY: PROTECTIVE SERVICES POSITION OR POSITION CLASSIFICATION: Protective Services Form #42 A3

PERSONNEL EVALUATION GRAND	TOTAL TOTAL WHITE WI	WHITE BLACK		CK HISPA	NICH	IISPANIC	BLACK HISPANIC HISPANIC AAIANHNPI AAIANHNPI	AAIANHNPI
	MALE MALE	FEMALE MALE	\dashv	ALE MALE		FEMALE	MALE	FEMALE
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OCCUPATIONAL CATEGORY: EE0-6 - Skilled Crafts Position or Position cLassification: All Titles in Category Form #42 A3

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	AAIANHN	FEMALE										,						
	AAIANHNPI AAIANHNPI	MALE		0	0	. 0	0	0	. 0	. 0	0	0	0	О	0	0 .	0	0
	HISPANIC	FEMALE		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	BLACK	FEMALE			0	0	0	0	0	· O	0	0	0	0	0	0	0	0
	BLACK	MALE	4	0	0 <	0	0	0	0	0	0	0	0	0	0	0	0	
	WHITE	FEMALE		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	TOTAL	FEMALE		7-	0	0	0	. 0	0	0	0	0	0	0	0	0	0	0
	TOTAL	MALE		9	0	0	0	0 .	0	0	0	0	0	0	0	0	0	0
	_	TOTAL		2	0	0	0	0	0	0	0	0	0	0	0	0 .	0	0
2021	UATION	ANALYSIS	SERVICE RATINGS	Excellent	Good	Fair	Satisfactory	Unsatisfactory	REPRIMANDS	SUSPENSIONS	DEMOTIONS	Within Occ Category	Lower Occ Category	TRANSFERS	Infra-Agency	Outside Agency	•	

OCCUPATIONAL CATEGORY: EEO7 - Service Maintenance POSITION OR POSITION CLASSIFICATION: All Titles Except Protective Services (Includes Custodians) Form #42 A3

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