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.

		E	MPLOYM	ENT PROCE	ESS ANALY	rsis					
OCCUPATIONAL CATEGORY: EEO 1 -	Executive A	dministrat	ive					DATE:		7/31/2020	I
POSITION OR POSITION CLASSIFICAT LABOR MARKET AREA: Statewide/Na		les									
EMPLOYMENT PROCESS ANALYSIS	GRAND	то		WH		BLA		HISP		AAIAN	
Marthease Newslaw Courset Filip	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	32	19	13	11	10	5	1	1	2	2	0
Workforce Number Prior Filing	32	20	12	-13	9	5	1	1	2	1.00 1 .00 a	0
Net Change(+or-)	0	-1	1	-2	1	0	0	0	0	1	0
HIRES (incl. PT to FT)	2	2	0	1	0	0	0	0	0	1	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	1	0	0	0	0	0	0
TRANSFER INTO	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
	0	· 0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	2	1	1	1	0	0	0	0	1	0
FERMINATION	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
VOLUNTARY DEMOTION	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
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0.00	0
TOTAL REDUCTIONS	3	3	0	3	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
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NOTES:	<u> </u>									Transfer and the second se	

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						/515					
OCCUPATIONAL CATEGORY: EEO 2		Ľ			.55 ANALI	1313		DATE:		7/31/2020	
POSITION OR POSITION CLASSIFIC	-							DATE:		//51/2020	
LABOR MARKET AREA: Statewide/		501									
	GRAND	<u>то</u> .	TAL	l wh	170	D1/	АСК	HISP		AAIAN	
EMPLOYMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	211	131	80	97	63	8	6	10	3	16	8
Workforce Number Prior Filing	197	121	76	93	60	7	6	10	3	11	7
Net Change(+or-)	14	10	4	4	3	1	0	0	0	5	1
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	18	12	6	6	5	1	0	0	0	5	1
DEMOTION INTO	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
TOTAL INCREASES	18	12	6	6	5	1	0	0	0	5	1
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	4	2	2	2	2	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
TOTAL REDUCTIONS	4	2	2	2	2	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

		CENT	RAL CONN	NECTICUT S	TATE UNI	VERSITY					
		f	EMPLOYM	ENT PROC	ESS ANALY	rsis					
OCCUPATIONAL CATEGORY: EEO 2	- Faculty							DATE:		7/31/2020)
POSITION OR POSITION CLASSIFIC	ATION: Assista	ant Profess	or (includ	ing Instruc	tor)						
LABOR MARKET AREA: Statewide/	National										
EMPLOYMENT PROCESS ANALYSIS	GRAND		TAL	WH			АСК	HISP		1	NHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	81	38	43 ·	24	32	3	2	2	3	9	6
Workforce Number Prior Filing	81	39	42	25	29	4	4	2	4	8	5
Net Change(+or-)	0	- 1	1	-1	3	-1	-2	0	-1	1	1
HIRES (incl. Pt to Ft)	21	10	11	7	9	0	0	0	0	3	2
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
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	21	10	11	7	9	0	0	0	0	3	2
TERMINATION/NON-RENEWAL	2	1	1	1	0	0	1	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	18	10	8	7	5	1	1	0	1	2	1
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	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	0	0
TOTAL REDUCTIONS	21	11	10	8	6	1	2	0	1	2	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
NOTES:		-		-			•				<u></u>

		CENT	RAL CONN	IECTICUT S		VERSITY					
		E	MPLOYM	ENT PROCI		rsis					
OCCUPATIONAL CATEGORY: EEO 2	2 - Faculty							DATE:		7/31/2020	
POSITION OR POSITION CLASSIFIC	ATION: Associ	ate Profess	sor								
LABOR MARKET AREA: Statewide/	National										
EMPLOYMENT PROCESS ANALYSIS	GRAND	то		WH		BLA		HISP		AAIAN	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	127	63	64	43	50	4	3	2	5	14	6
Workforce Number Prior Filing	132	67	65	- 44	52	4	3	2	4	17	6
Net Change(+or-)	-5	-4	-1	-1	-2	0	0	0	1	-3	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	18	10	8	7	5	1	1	0	1	2	1
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	o	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	18	10	8	7	5	1	1	0	1	2	1
CONTRACT ENDED	1	0	1	0	1	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	18	12	6	6	5	1	0	0	0	5	1
RESIGNATIONS	3	2	1	2	0	0	1	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	O	0	0	0	0	0	0
TOTAL REDUCTIONS	23	14	9	8	7	1	1	0	0	5	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
NOTES:											

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

CENTRAL CONNECTICUT STATE UNIVERSITY EMPLOYMENT PROCESS ANALYSIS

DATE:

7/31/2020

OCCUPATIONAL CATEGORY: EEO 2 - Faculty POSITION OR POSITION CLASSIFICATION: Coaching LABOR MARKET AREA: Statewide/National (NCAA)

EMPLOYMENT PROCESS ANALYSIS	GRAND	TO.	TAL	WH	IITE	BL	ACK	HISP	ANIC	AAIAN	IHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	29	22	7	16	6	6	1	0	0	0	0
Workforce Number Prior Filing	30	22	8	16	7	6	1	0	0	0	0
Net Change(+or-)	-1	0	-1	0	-1	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	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	0	0	0	0	0	0	0	0	0	0	· 0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	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
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0
Coaching Staff consolidation	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
TOTAL REDUCTIONS	1	0	1	0	1	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

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OCCUPATIONAL CATEGORY: EEO 3 - I	Professiona					. 515		DATE:		7/31/2020	I
POSITION OR POSITION CLASSIFICAT										,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
LABOR MARKET AREA: Statewide/Na											
	GRAND	то	ΓAL	WH	IITE	BL/	NCK	HISP	ANIC	AAIAN	HNPI*
EMPLOYMENT PROCESS ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	240	89	151	70	111		16	10	19	2	5
Workforce Number Prior Filing	226	83	143	69	107	5	16	8	16	1	4
Net Change(+or-)	14	6	8	1	4	2	0	2	3	1	1
HIRES (incl. Pt to Ft)	24	8	16	4	9	2	1	1	5	1	1
PROMO INTO CATEGORY / CLASS	3	2	1	1	1	0	0	1	0	0	0
TRANSFER INTO FROM OTHER 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
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	27	10	17	5	10	2	1	2	5	1	1
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	5	1	4	1	2	0	1	0	1	0	0
RETIREMENTS	7	3	4	- 3	3	0	0	0	1	0	0
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
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	13	4	9	4	6	0	1	0	2	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
		duevenin derver offe									

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OCCUPATIONAL CATEGORY: EEO 4 -	Clerical							DATE:		7/31/2020)
POSITION OR POSITION CLASSIFICAT LABOR MARKET AREA: Hartford Cou		les except:	Sec 2								
EMPLOYMENT PROCESS ANALYSIS	GRAND	то	TAL	WH	ITE	BLA	СК	HISP	ANIC	AAIAN	HNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	42	7	35	3	22	2	10	1	2	1	1
Workforce Number Prior Filing	42	6	36	2	25	1	9	2	2	1	0
Net Change(+or-)	0	1	-1	1	-3	1	1		0	0	1
HIRES (incl. Pt to Ft)	5	2	3	1	2	1	0	0	0	0	1
PROMO INTO CATEGORY	1	0	1	0	0	0	1	0	0	0	0
RETURNED FT FROM EXTENDED LEAVE	1	0	1	0	0	0	1	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
TOTAL INCREASES	7	2	5	1	2	1	2	0	0	0	1
RESIGNATIONS	3	0	3	0	2	0	1	0	0	0	0
PROMOTION OUT	2	1	1	0	1	0	0	1	0	0	0
FULL TIME to PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	7	1	6	0.0	5	0	1	1.0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

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		(NNECTICUT ST	ATE UNIVER	SITY					
			EMPLOY	MENT PROCES	S ANALYSIS						
OCCUPATIONAL CATEGORY: EEO 4	- Clerical							DATE:		7/31/2020)
POSITION OR POSITION CLASSIFIC	ATION: Secret	tary 2									
LABOR MARKET AREA: Hartford Co	ounty										
EMPLOYMENT PROCESS ANALYSIS	GRAND	то ⁻	TAL	WH	ITE	BLA	.CK	HISP	ANIC	AAIAN	HNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	36	1	35	1	25	0	4	0	5	0	1
Workforce Number Prior Filing	39	2	37	2	27	0	4	0	5	0	1
Net Change(+or-)	-3	-1	-2	-1	-2	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	4	0	4	0	2	0	1	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0.00	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 INCREASES	4	0	4	0	2	0	1	0	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	1	0	0	0	1	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	3	1	2	1	1	0	1	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	7	1	6	1	4	0	1	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
Notes: * AAIANHNPI = Asian, American Indian, Alaska I											

				NECTICUT S							
OCCUPATIONAL CATEGORY: EEO 5 T	ochinical/P			ENT PROC	ESS ANAL	1212				7/21/2020	
POSITION OR POSITION CLASSIFICAT LABOR MARKET AREA: Hartford Cou	ION: All Tit	÷	лы					DATE:		7/31/2020	I
EMPLOYMENT PROCESS ANALYSIS	GRAND	тот		line del maniera de la companya de l	IITE	BLA		HISP		AAIAN	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	15	6	9	4	6	0	2	2	0	0	1
Workforce Number Prior Filing	15	6	9	4	6	0	2	2	0	0	1
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	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 - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL 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
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	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
	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
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

				NECTICUT S	-						
OCCUPATIONAL CATEGORY: EEO 6 POSITION OR POSITION CLASSIFIC LABOR MARKET AREA: Hartford Co	ATION: All Tit	ts						DATE:		7/31/2020)
EMPLOYMENT PROCESS ANALYSIS	GRAND	TO		WH		BLA		000000000000000000000000000000000000000	ANIC	AAIAN	
Workforce Number Current Filing	TOTAL 10	MALE 9	FEMALE	MALE 9	FEMALE	MALE 0	FEMALE	MALE	FEMALE	MALE	FEMALE
		A SAN HISTORY AND DREAM	1	INTERPOSITORIA CONTRACTORIA CONTRACT	1	SET AND A SECOND	0	0	0	0	0
Workforce Number Prior Filing Net Change(+or-)	-1	10 -1	1 0	10 -1	1 0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	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 - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL 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
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	1	1001	0	1	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	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
TOTAL REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
				1000 (A. 6000)							

CENTRAL CONNECTICUT STATE UNIVERSITY EMPLOYMENT PROCESS ANALYSIS OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance 7/31/2020 DATE: POSITION OR POSITION CLASSIFICATION: Custodian LABOR MARKET AREA: Hartford County TOTAL WHITE BLACK HISPANIC AAIANHNPI* GRAND EMPLOYMENT PROCESS ANALYSIS MALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE TOTAL FEMALE Workforce Number Current Filing Workforce Number Prior Filing Net Change(+or-) -1 -1 -1 HIRES (incl. Pt to Ft) per Layoff List DEMOTION IN LIEU OF LAYOFF PROMO INTO CATEGORY / CLASS TRANSFER INTO Ö ADJUSTMENT: TOTAL INCREASES TERMINATION Ö RESIGNATIONS RETIREMENTS PROMOTION OUT PART TIME TO FULL TIME ADJUSTMENT : TOTAL REDUCTIONS PROMOS WITHIN NOTES:

				NECTICUT S							
	Comico Marin		MPLOYN	IENT PROCI	SS ANAL	YSIS		-			
OCCUPATIONAL CATEGORY: EEO 7 POSITION OR POSITION CLASSIFIC			Custodiar					DATE:		7/31/2020	ł
LABOR MARKET AREA: Hartford Co			Castoalai								
EMPLOYMENT PROCESS ANALYSIS	GRAND	то	TAL	WH	ITE	BLA	СК	HISP	ANIC	AAIAN	HNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	44	41	3	35	2	3	0	3	1	0	0
Workforce Number Prior Filing	46	43	3	37	2	3	0	3	1	0	0
Net Change(+or-)	-2	-2	0	-2	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft) per layoff	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	1	0	1	0	0	0	0	0	0	0
TRANSFER INTO	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
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
DISMISSAL	1	1	0	1	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
TRANSFER 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
TOTAL REDUCTIONS	3	3	0	3	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

				NECTICUT S							
OCCUPATIONAL CATEGORY: Protect	tivo Sorvicos			IENT PROCI	ESS AINALI	1212		DATE:		7/31/2020	1
POSITION OR POSITION CLASSIFICA LABOR MARKET AREA: Hartford Cou	TION: Prote		es					DAIL.		775172020	
EMPLOYMENT PROCESS ANALYSIS	GRAND	TO		WH		BLA		HISPA		AAIAN	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	19	16	3	8	2	2	1	6	0	0	0
Workforce Number Prior Filing	19	16	3	8	2	2	1	6	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	1	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 - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0
		lusione en en									

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CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 1 Executive Administrative All Titles DATE: July 31, 2020

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	W	HITE	BL	ACK	HISF	PANIC		VHNPI*		UNKOWI	N	1
APPEICANT FEOW ANALTSIS	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	А
Outside agency	73	64	9	34	3	7	2	3	1	12	0	8	3	0	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	с
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Е
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	73	64	9	34	3	7	2	3	1	12	0	8	3	0	G
TOTAL REJECTED APPLICANTS	39	33	6	16	3	6	2	1	0	4	0	6	1	o	Н
TOTAL QUALIFIED APPLICANTS	34	31	3	18	0	1	0	2	1	8	0	2	2	0	1
TOTAL INTERVIEWED	16	13	3	9	0	0	0	1	1	3	0	0	2	0	0
Not offered Position	14	11	3	8	0	0	0	1	1	2	0	0	2	0	Р
Offered Position	2	2	0	1	0	0	0	0	0	1	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	2	0	1	0	0	0	0	0	1	0	0	0	0	S
Notes: Unknown Applicant Calculations	are factored se	parately into	the grand tot	al, total mal	e and total fer	nale categori	es. Total ma	le + total ferr	ale + unknov	vn/unknow	n = grand to	tal.			Г

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTIONS

DATE:

July 31, 2020

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 1 Executive Administrative All Titles Statewide/National

GRAND	то	TAL	w	HITE	BL	АСК	HISF	ANIC	AAIAN	NHNPI*		UNKOWI	N	
TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
1	0	1	0	1	0	0	0	0	0	0	0	0	0	А
0	0	0	0	0	0	0	0	0	0	0	0	0	0	В
0	0	0	0	0	0	0	0	0	0	0	0	0	0	с
0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
1	0	1	0	1	0	0	0	0	0	0	0	0	0	G
0	0	0	0	0	0	0	0	0	0	0	0	0	0	Н
1	0	1	0	1	0	0	0	0	0	0	0	0	0	I
1	0	1	0	1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ρ
1	0	1	0	1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
1	0	1	0	1	0	0	0	0	0	0	0	0	0	s
	TOTAL 1 0 0 0 0 0 0 1 0 1 0 1 0 1 1 0 1	TOTAL MALE 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 1 0 1 0 1 0 0 0 1 0 0 0 1 0 0 0	TOTAL MALE FEMALE 1 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 1 0 0 0 1 0 1 0 0 0 1 0 1 0 0 0 1 0 1 0 0 0 1 0 1 0 0 0	TOTAL MALE FEMALE MALE 1 0 1 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 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE 1 0 1 0 1 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 1 0 1 0 1 0 0 0 0 0 0 1 0 1 0 1 1 0 0 0 0 0 0 1 0 1 0 1 1 0 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE I 0 </td <td>TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE 1 0 1 0 1 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 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 1 0 1 0 0 0 0 1 0 1 0 1 0 0 0 0 1 0 1 0 1 0</td> <td>TOTAL MALE FEMALE MALE Image: Comparison of the c</td> <td>TOTAL MALE FEMALE MALE MALE FEMALE MALE Image: Comparison of the comparison of</td> <td>TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE FEMALE MALE MALE FEMALE MALE MALE</td> <td>TOTAL MALE FEMALE MALE Gamma <thg< td=""><td>TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE MALE</td><td>TOTAL MALE FEMALE UNKNOWN 1 0 1 0 1 0</td></thg<></td>	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE 1 0 1 0 1 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 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 1 0 1 0 0 0 0 1 0 1 0 1 0 0 0 0 1 0 1 0 1 0	TOTAL MALE FEMALE MALE Image: Comparison of the c	TOTAL MALE FEMALE MALE MALE FEMALE MALE Image: Comparison of the comparison of	TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE FEMALE MALE MALE FEMALE MALE	TOTAL MALE FEMALE MALE Gamma <thg< td=""><td>TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE MALE</td><td>TOTAL MALE FEMALE UNKNOWN 1 0 1 0 1 0</td></thg<>	TOTAL MALE FEMALE MALE MALE FEMALE MALE FEMALE MALE	TOTAL MALE FEMALE UNKNOWN 1 0 1 0 1 0

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

Professor

EEO 2 - Faculty

Statewide/National

APPLICANT FLOW ANALYSIS	Grand	TO	TAL	W	HITE	BL/	АСК	HISP	PANIC	AAIAA	VHNPI*		UNKNOW	'N	
APPLICANT FLOW ANALYSIS	Total	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	1
Intra-agency	25	15	10	9	9	1	0	0	0	5	1	0	0	0	1
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
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	<u>ر</u>
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	O	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	25	15	10	9	9	1	0	0	0	5	1	0	0	0	Ģ
TOTAL REJECTED APPLICANTS	7	3	4	3	4	0	0	0	0	0	0	0	0	0	ŀ
TOTAL QUALIFIED APPLICANTS	18	12	6	6	5	1	0	0	0	5	1	0	0	0	1
TOTAL INTERVIEWED	18	12	6	6	5	1	0	0	0	5	1	0	0	0	С
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	18	12	6	6	5	1	0	0	0	5	1	0	0	0	c
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
TOTAL ACCESSIONS	18	12	6	6	5	1	0	0	0	5	1	0	0	0	s

DATE: July 31, 2020

.

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRE

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 2 - Faculty Associate Professor

Statewide/National

DATE: July 31, 2020

APPLICANT FLOW ANALYSIS	Grand	то	TAL	W	HITE	BL	АСК	HIS	PANIC	ΑΑΙΑΙ	VHNPI*		UNKNOW	'N
AFFEICART LOW ARAETSIS	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	O	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Notes: Unknown Applicant Calculations a *AAIANHNPI = ASIAN, AMERICAN INDIAN,						tal Female c	ategories. To	tal Male + T	otal Female +	Unknown	Unknown =	Grand Total		

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

DATE:

July 31, 2020

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 2 - Faculty Assistant Professor (including Instructor) Statewide/National

	GRAND	TO	TAL	W	HITE	BL	ACK	HISF	PANIC	AAIAI	VHNPI*		UNKNO	WN	Î
APPLICANT FLOW ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	l
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	684	463	211	172	78	28	10	10	8	149	69	104	46	10	В
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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	684	463	211	172	78	28	10	10	8	149	69	104	46	10	G
TOTAL REJECTED APPLICANTS	345	211	128	61	44	17	9	4	4	65	41	64	30	6	н
TOTAL QUALIFIED APPLICANTS	339	252	83	111	34	11	1	6	4	84	28	40	16	4	ı
TOTAL INTERVIEWED	122	77	43	30	22	7	1	2	2	23	13	15	5	2	0
Not offered Position	101	67	32	23	13	7	1	2	2	20	11	15	5	2	Ρ
Offered Position	21	10	11	7	9	0	0	0	0	3	2	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	21	10	11	7	9	0	0	0	0	3	2	0	0	0	s

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

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 2 - Faculty Associate Professor

Statewide/National

DATE: July 31, 2020

APPLICANT FLOW ANALYSIS	Grand	то	ΓAL	W	IITE	BL	ACK	HISP	ANIC	ΑΑΙΑΑ	NHNPI*		UNKNOW	/N
	Total	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	20	11	9	8	5	1	1	0	1	2	2	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	20	11	9	8	5	1	1	0	1	2	2	0	0	0
TOTAL REJECTED APPLICANTS	2	1	1	1	0	0	0	0	0	0	1	0	0	0
TOTAL QUALIFIED APPLICANTS	18	10	8	7	5	1	1	0	1	2	1	0	0	0
TOTAL INTERVIEWED	18	10	8	7	5	1	1	0	1	2	1	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	18	10	8	7	5	1	1	0	1	2	1	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	18	10	8	7	5	1	1	0	1	2	1	0	0	0
Notes: Unknown Applicant Calculations a *AAIANHNPI = ASIAN, AMERICAN INDIAN						tal Female c	ategories. To	tal Male + To	tal Female +	Unknown/	'Unknown =	Grand Total		

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRE

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 2 - Faculty Coaching Staff Statewide/National DATE:

July 31, 2020

	GRAND	то	TAL	WF	HITE	BL/	чск	HISP	ANIC	AAIAN	HNPI*		UNKNOV	VN
APPLICANT FLOW ANALYSIS I	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FOTAL INTERVIEWED	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	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 3 - Professional Non Faculty

DATE: July 31, 2020

Statewide/National

All Titles

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	0	2	0	2	0	0	0	0	0	0	0	0	0	TA
Outside agency	837	241	545	112	337	29	92	24	66	12	13	64	37	51	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	С
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	839	241	547	112	339	29	92	24	66	12	13	64	37	51	G
TOTAL REJECTED APPLICANTS	707	210	447	94	270	26	74	20	61	11	12	59	30	50	Н
TOTAL QUALIFIED APPLICANTS	132	31	100	18	69	3	18	4	5	1	1	5	7	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	к
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	М
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	85	26	59	15	41	- 2	10	3	4	1	0	5	4	0	0
Not offered Position	64	20	44	12	28	0	9	2	3	1	0	5	4	0	Р
Offered Position	21	6	15	3	13	2	1	1	1	0	0	0	0	0	Q
Refused Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	19	4	15	3	13	0	1	1 (i) (i)	1	0	0	0	0	0	s

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTIONS

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 3 - Professional Non Faculty

DATE:

July 31, 2020

Statewide/National

All Titles

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Formale	Unknown Male	Unknown	Unknown	1
			remaie 1	0			remaie 0			a odse soore ogs Miniske soore ogse	Female		Female	Unknown	╀
Intra-agency	1	Sakaharanga Gabadan		oorden de service de service oorden de service de se	1	70280-0060-008-0600-		0	0	0	0	0	0	0	<u> </u>
Outside agency	53	27	26	19	15	5	3	2	4	0	0	1	4	0	В
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	С
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	54	27	27	19	16	5	3	2	4	0	0	1	4	0	G
TOTAL REJECTED APPLICANTS	43	22	21	14	12	5	3	2	2	0	0	1	4	0	н
TOTAL QUALIFIED APPLICANTS	11	5	6	5	4	0	0	0	2	0	0	0	0	0	1
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	к
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	м
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	8	4	4	4	2	0	0	0	2	0	0	0	0	0	0
Not offered Position	6	4	2	4	1	0	0	0	1	0	0	0	0	0	Р
Offered Position	2	0	2	0	1	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	0	2	0	1	0	0	0	1	0	0	0	0	0	s
Notes: Unknown Applicant Calculation *Applicant pool in promotions as resu			-				-		ale + total fe	male + uni	known/unk	nown = gran	d total.		

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - Hire - Examined

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 4 - Clerical All Titles Except Sec 2 Hartford County DATE: July 31, 2020

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	ANIC	AAIAI	NHNPI*		UNKNO	WN
AFFEICANT (LOW ANALISIS	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
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	627	107	518	48	256	26	115	13	101	12	16	8	30	2
OTAL APPLICANTS FOR POSITION	627	107	518	48	256	26	115	13	101	12	16	8	30	2
OTAL REJECTED APPLICANTS FOR POSITION	485	79	405	37	193	19	96	10	87	6	5	7	24	1
OTAL QUALIFIED APPLICANTS FOR POSITION	142	28	113	11	63	7	19	3	14	6	11	1	6	1
OTAL INTERVIEWED	41	- 5	36	2	25	1 Q	3	0	3	1	2	1	3	0
Not offered Position	36	3	33	1	23	0	3	0	3	1	1	1	3	0
Offered Position	5	2	3	1	2	1	0	0	0	0	1	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTAL ACCESSIONS*	5	2	3	1	2	1	0	0	0	0	1	0	0	0

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - Promotion

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 4 - Clerical All Titles Except Sec 2 Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	PANIC		HNPI*		UNKNO	WN	
	TOTAL	MALE	FEMALE	UNKNOWN	1										
Intra-agency	1	0	1	0	0	0	1	0	0	0	0	0	0	0	Ā
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
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	C
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	1	0	1	0	0	0	1	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	1	0	1	0	0	0	1	0	0	0	0	0	0	0	lı
TOTAL INTERVIEWED	1	0	1	0	0	0	1	0	0	0	0	0	0	0	J
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	К
Offered Position	1	0	1	0	0	0	1	0	0	0	0	0	0	0	L
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	In
TOTAL ACCESSIONS*	1	0	1	0	0	0	1	0	0	0	0	0	0	0	IN

DATE: July 31, 2020

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

OCCUPATIONAL CATEGORY: FOSITION OR POSITION CLASSIFICATION: SUCCEPTION: SUCCEP

EEO 4 - Clerical Secretary 2 Hartford County DATE: July 31, 2020

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	PANIC	ΑΑΙΑ	NHNPI*		UNKON	WN	
APPLICANT FLOW ANALTSIS	TOTAL	MALE	FEMALE	UNKNOWN	1										
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	0	0	В
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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ε
Other Applicants	158	14	144	5	56	5	25	0	34	2	3	2	26	0	F
TOTAL APPLICANTS	158	14	144	5	56	5	25	0	34	2	3	2	26	0	G
TOTAL REJECTED APPLICANTS	92	12	80	5	34	5	15	0	16	0	1	2	14	0	Н
TOTAL QUALIFIED APPLICANTS	66	2	64	0	22	0	10	0	18	2	2	0	12	0	I
TOTAL INTERVIEWED	19	1	18	0	8	0	1	0	4	1	2	0	3	0	ю
Not offered Position	15	1.0	14	0	6	0	0	0	3	1	2	0	3	0	Р
Offered Position	4	0	4	0	2	0	1	0	1	0	0	0	0	0	la
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESIONS**	4	0	4	0	2	0	1	0	1	0	0	0	0	0	ls

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total; These promotions resulted from reemployment rights.

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTIONS Non-Examined

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 4 - Clerical Secretary 2 Hartford County

DATE: July 31, 2020

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	W	HITE	BL	АСК	HISF	PANIC	ΑΑΙΑΙ	NHNPI*		UNKON	WN	1
	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	A
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	С
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	н
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	T
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	0	0	0	0	0	0	Р
Offered Position	0	0	0	0	0	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	R
TOTAL ACCESIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	s
*AAIANHNPI = ASIAN, AMERICAN INDIAN Note: Unknown Applicant Calculations ar						nale categor	ies. Total mal	e + total fem	ale + upknow	m/unknow	n = grand to		••••••••••••••••••••••••••••••••••••••		

e: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total;

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 5 - Technical/Paraprofessional All Titles

DATE: Jul

July 31, 2020

Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	W	HITE	BL	АСК	HISF	PANIC	ΑΑΙΑΙ	NHNPI*		UNKNOW	N	
APPLICANT FLOW ANALTSIS	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	Ţ
Outside 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	1
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	ſ
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
TAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	ŀ
TAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
DTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 6 - Skilled Crafts

DATE: July 31, 2020

All Titles Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	W	HITE	BL	АСК	HISF	PANIC		NHNPI*		UNKNOW	'N
	TOTAL	MALE	FEMALE	UNKNOWN										
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside 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
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 11-15	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
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 6 - Skilled Crafts

DATE: July 31, 2020

All Titles Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	W	HITE	BL	АСК	HISE	PANIC		NHNPI*		UNKNOW	'N
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	THERE WE	ERE NO ACC	ESSIONS D	URING TH	E REPORTIN	IG PERIOD)		(* 1) - 1					
Outside 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
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 11-15	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
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - HIRE - Non-Examined

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 7 - Service Maintenance

DATE:

July 31, 2020

Hartford County

Custodian

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	PANIC		NHNPI*		UNKNOW	N	
APPLICANT FLOW ANALTSIS	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	0	0	в
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	с
Cert. Employment List	O	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	3	3	0	0	0	1	0	2	0	0	0	0	0	0	F
TOTAL APPLICANTS	3	3	0	0	0	1	0	2	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Н
TOTAL QUALIFIED APPLICANTS	3	3	0	0	0	1	0	2	0	0	0	0	0	0	1
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	к
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	м
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ρ
Offered Position	3	3 ····	0	0	0	1	0	2	0	0	0	0	0	0	Q
Refused Position	1	1	0	0	0	0	0	1	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	2	0	0	0	1	0	1	0	0	0	0	0	0	s
Notes: Unknown Applicant Calcula Total; hired per collective bargainir		-	ately into th	ne Total Ca	ategory, Tol	al Male an	nd Total Fer	nale catego	ories. Total	Male + T	otal Fema	le + Unknov	vn/Unknow	n = Grand	

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 7 - Service Maintenance

DATE: July 31, 2020

Hartford County

All Titles

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL.	АСК	HISP	PANIC	AAIAI	VHNPI*		UNKNOW	'N	I
AFFLICAIVI FLOW AWALTSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	THERE WE	RE NO ACC	ESSIONS D	URING TH	E REPORTIN	G PERIOD					••••••••••••••••				A
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	С
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ε
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	н
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	к
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ļ
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	м
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
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	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	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	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	s
Notes: Unknown Applicant Calcula Total: Hired per Reemplovment Ris		ctors separ	ately into th	ne Total C	ategory, Tot	al Male ar	id Total Fen	nale catego	ories. Total	Male + T	otal Fema	le + Unknov	wn/Unknow	n = Grand	

CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS (PROMOTIONS)

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

Protective Service All Titles Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	PANIC		NHNPI*		UNKNOW	'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	T
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	33	29	4	19	1	3	1	6	2	0	0	1	0	0	F
TOTAL APPLICANTS	33	29	4	19	1	3	1	6	2	0	0	1	0	0	6
TOTAL REJECTED APPLICANTS	12	10	2	6	0	2	1	1	1	0	0	1	0	0	┟
TOTAL QUALIFIED APPLICANTS	21	19	2	13	1	1	0	5	1	0	0	0	0	0	T
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ţ
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	ĸ
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ī
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ī
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	20	18	2	13	1	0	0	5	1	0	0	0	0	0	С
Not offered Position	19	17	2	12	1	0	0	5	1	0	0	0	0	0	F
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	Ic
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	1.8.8 1 8.88	0	il du t u car	0	0	0	0	0	0	0	0	0	0	s

DATE: July 31,2020

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

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

Protective Service All Titles Hartford County

APPLICANT FLOW ANALYSIS	GRAND	то	TAL	w	HITE	BL	АСК	HISF	PANIC		NHNPI*		UNKNOW	'N	
	TOTAL	MALE	FEMALE	UNKNOWN											
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	o	1
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	T
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Transfer List	О	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	T _F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	ſ
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ē
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ē
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ţ
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Īĸ
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	T
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Earned Ratings 11-15	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	Ċ
Not offered Position	0	0	0	0	0	0	0	- 0	0	0	0	0	0	0	T _P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ċ
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	s

DATE: July 31,2020

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CENTRAL CONNECTICUT STATE UNIVERSITY APPLICANT FLOW ANALYSIS - PROMOTION - NON-EXAMINED

OCCUPATIONAL CATEGORY: POSITION OR POSITION CLASSIFICATION: LOCATION:

EEO 7 - Service Maintenance All Titles

Hartford County

DATE: July 31, 2020

TOTAL WHITE BLACK HISPANIC AAIANHNPI* GRAND UNKNOWN APPLICANT FLOW ANALYSIS MALE FEMALE MALE FEMALE TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE UNKONWN Intra-agency A Outside agency в Reemployment List C Cert. Employment List D Transfer List Ε Other Applicants F TOTAL APPLICANTS Ö G TOTAL REJECTED APPLICANTS Н TOTAL QUALIFIED APPLICANTS TOTAL INTERVIEWED Not offered Position Р Offered Position Q **Refused** Position R TOTAL ACCESSIONS Ω s Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative POSITION OR POSITION CLASSIFICATION: <u>All Titles in Category</u> Form #42 A3

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	24	15	9	9	7	4	1	1	1	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	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals.

Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed.

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

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	177	107	70	80	57	6	5	8	2	13	6
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	0	0	0	0	0	0	1	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	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	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

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 2018 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: Assistant Professor Form #42 A3

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2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	65	30	35	21	26	2	2	1	2	6	5
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	Ö	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	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

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 2018 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

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	112	55	57	38	46	3	3	2	4	12	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	1	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

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 2018 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired

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

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	OTHER	OTHER
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	26	20	6	14	5	6	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed related to performance; if renewed an overall good evaluation is received; if not renewed a notation of unsatisfactory is made Coaching total matched 2016 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

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	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	0
Excellent	107	42	65	34	52	2	2	3	8	3	3
Good	27	8	19	6	10	0	5	2	3	0	1
Satisfactory	7	5	2	2	1	3	1	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
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
TERMINATION	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	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	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

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

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	26	1	25	1	21	0	0	0	3	0	1
Very Good	22	4	18	2	13	1	0	0	5	1	0
Good	5	2	3	1	2	0	1	1	0	0	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	1	0	1	0	1	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Some numbers are different than current workforce, e.g., the BF category is fewer because of newly hired staff who would not have received a PA in

OCCUPATIONAL CATEGORY: EEO-5 - Technical/ ParaProfessional POSITION OR POSITION CLASSIFICATION: <u>All Titles in Category</u> Form #42 A3

2020											
PERSONNEL EVALUATION	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
ANALYSIS	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Superior	11	3	8	2	5	0	2	1	0	0	1
Excellent	3	2	1	2	1	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Good	2	1	1	0	1	0	0	1	0	0	0
Satisfactory	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	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

OCCUPATIONAL CATEGORY: EE0-6 - Skilled Crafts POSITION OR POSITION CLASSIFICATION: <u>All Titles in Category</u> Form #42 A3

PERSONNEL EVALUATION GRAND TOTAL TOTAL WHITE WHITE BLACK BLACK HISPANIC HISPANIC AAIANHNPI AAIANHNPI ANALYSIS TOTAL MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE MALE FEMALE SERVICE RATINGS Excellent o Good Fair Satisfactory Unsatisfactory REPRIMANDS SUSPENSIONS DEMOTIONS Within Occ Category Lower Occ Category TRANSFERS Intra-Agency Outside Agency

Note: Numbers do not include a WM who was hired during the reporting period and did not received an evaluation during the reporting period.

OCCUPATIONAL CATEGORY: EEO7 - Service Maintenance

POSITION OR POSITION CLASSIFICATION: All Titles Except Protective Services (Includes Custodians) Form #42 A3

2020	-										
PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SERVICE RATINGS											
Excellent	38	27	11	19	7						
Good	39	35	A	25	7	2	0	6	4	0	0
Fair	0	0		2	2	4	0	6	2	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0		0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	1	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	ō	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	0	0	0
TRANSFERS	0	0		0	0	0	0	0	0	0	0
Intra-Agency		0	0	0	0	<u> </u>	0	0	0	0	0
Outside Agency	0	0	0	0		0	0	0	0	0	0
<u>````_`</u>		0	<u> </u>	0	0	0	0	0	0	0	0

OCCUPATIONAL CATEGORY: PROTECTIVE SERVICES POSITION OR POSITION CLASSIFICATION: <u>Protective Services</u> Form #42 A3

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PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SERVICE RATINGS											
Excellent	3	3	0	3	0	0	0				
Good	16	13	+	5	2	2		6	0	0	0
Satisfactory	0	0	0	0	2	2	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0		0	0
Unsatisfactory	o	0	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	0
DEMOTIONS	ō	0	0	0	0	0	0		0	0	0
Within Occ Category	0	0	0	0	0	0	0		0	0	0
_ower Occ Category		0	0	0	0	0	0	0	U	0	0
TRANSFERS		0	0	0	0	0	0	V	0	0	0
ntra-Agency		0	0	0	0		0	0	0	0	0
Dutside Agency	0	0	0	0	0	0	0	0	0	0	0