

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.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 1 - Executive Administrative**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	33	19	14	13	10	5	1	1	3	0	0
Workforce Number Prior Filing	36	20	16	14	14	5	0	1	2	0	0
Net Change(+or-)	-3	-1	-2	-1	-4	0	1	0	1	0	0
HIRES (incl. Pt to Ft)	2	0	2	0	0	0	1	0	1	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	3	1	2	1	0	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	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	5	1	4	1	4	0	0	0	0	0	0
VOLUNTARY DEMOTION	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
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	6	2	4	2	4	0	0	0	0	0	0
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

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**
 POSITION OR POSITION CLASSIFICATION: Professor
 LABOR MARKET AREA: **Statewide/National**

DATE: 7/31/2017

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	194	120	74	90	58	8	5	10	3	12	8
Workforce Number Prior Filing	194	122	72	91	56	8	5	11	3	12	8
Net Change(+or-)	0	-2	2	-1	2	0	0	-1	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	11	5	6	5	6	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	11	5	6	5	6	0	0	0	0	0	0
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	1	1	0	1	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	10	6	4	5	4	0	0	1	0	0	0
DEATHS	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	11	7	4	6	4	0	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: Associate Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	126	71	55	55	47	2	2	1	1	13	5
Workforce Number Prior Filing	131	76	55	58	47	3	2	2	2	13	4
Net Change(+or-)	-5	-5	0	-3	0	-1	0	-1	-1	0	1
HIRES (incl. Pt to Ft)	3	2	1	2	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	11	5	6	5	5	0	0	0	0	0	1
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	14	7	7	7	6	0	0	0	0	0	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
PROMOTION OUT	11	5	6	5	6	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	4	3	1	2	0	1	0	0	1	0	0
COACHING STAFF CONSOLIDATION	0	0	0	0	0	0	0	0	0	0	0
TERMINATIONS	2	2	0	1	0	0	0	1	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	19	12	7	10	6	1	0	1	1	0	0
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

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	92	46	46	31	31	3	5	1	5	11	5
Workforce Number Prior Filing	102	50	52	36	36	3	6	1	5	10	5
Net Change(+or-)	-10	-4	-6	-5	-5	0	-1	0	0	1	0
HIRES (incl. Pt to Ft)	6	3	3	2	2	0	0	0	0	1	1
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	6	3	3	2	2	0	0	0	0	1	1
TERMINATION/NON-RENEWAL	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	11	5	6	5	5	0	0	0	0	0	1
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	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
TOTAL REDUCTIONS	16	7	9	7	7	0	1	0	0	0	1
PROMOS WITHIN	1	1	0	1	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: Coaching

LABOR MARKET AREA: **Statewide/National (NCAA)**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	31	21	10	18	9	3	1	0	0	0	0
Workforce Number Prior Filing	35	25	10	19	10	6	0	0	0	0	0
Net Change(+or-)	-4	-4	0	-1	-1	-3	1	0	0	0	0
HIRES (incl. Pt to Ft)	1	0	1	0	0	0	1	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	1	0	1	0	0	0	1	0	0	0	0
CONTRACT ENDED/TERMINATIONS	2	2	0	1	0	1	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	3	2	1	0	1	2	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	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	5	4	1	1	1	3	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 3 - Professional Non-Faculty**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	225	92	133	74	100	7	15	9	14	2	4
Workforce Number Prior Filing	223	94	129	75	99	8	12	9	14	2	4
Net Change(+or-)	2	-2	4	-1	1	-1	3	0	0	0	0
HIRES (incl. Pt to Ft)	16	3	13	3	9	0	3	0	1	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	0	0	1	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	17	3	14	3	9	0	4	0	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	2	1	1	1	1	0	0	0	0	0	0
RESIGNATIONS	4	1	3	1	2	0	1	0	0	0	0
RETIREMENTS	8	3	5	2	5	1	0	0	0	0	0
TRANSFER OUT of AGENCY	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	1	0	1	0	0	0	0	0	1	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	15	5	10	4	8	1	1	0	1	0	0
PROMOS WITHIN	4	3	1	1	1	1	0	1	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 4 - Clerical**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles except Sec 2**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	51	8	43	2	30	2	10	3	3	1	0
Workforce Number Prior Filing	55	9	46	2	30	3	11	3	5	1	0
Net Change(+or-)	-4	-1	-3	0	0	-1	-1	0	-2	0	0
HIRES (incl. Pt to Ft)	1	0	1	0	1	0	0	0	0	0	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
CONSOLIDATION (Admin Asst to All Titles)	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	0	2	0	2	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	3	0	3	0	0	0	1	0	2	0	0
FULL TIME to PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	1	2	0	2	1	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
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	6	1	5	0	2	1	1	0	2	0	0
PROMOS WITHIN	2	0	2	0	2	0	0	0	0	0	0

NOTES: Administrative Assistant title consolidated into all titles category due to decreasing workforce (only 18 employees). This was okayed through conversation with Neva Vigezzi.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: Secretary 2

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	42	1	41	1	30	0	4	0	6	0	1
Workforce Number Prior Filing	42	1	41	1	30	0	5	0	5	0	1
Net Change(+or-)	0	0	0	0	0	0	-1	0	1	0	0
HIRES (incl. Pt to Ft)	1	0	1	0	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	1	0	0	0	1	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	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	0	3	0	1	0	0	0	2	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	0	0	1	0	1	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	1	0	1	0	1	0	0	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	3	0	3	0	1	0	1	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

Notes:

* AAIAHNPI = Asian, American Indian, Alaska Native, Hawaiian Native, Pacific Islander

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 5 Technical/Paraprofesional**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	17	7	10	4	5	0	2	3	1	0	2
Workforce Number Prior Filing	17	7	10	4	5	0	2	3	1	0	2
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

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 6 - Skilled Crafts**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	12	11	1	11	1	0	0	0	0	0	0
Workforce Number Prior Filing	12	11	1	11	1	0	0	0	0	0	0
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	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
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	1	1	0	1	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	1	1	0	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **Protective Services**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **Protective Services**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	16	2	7	1	4	1	5	0	0	0
Workforce Number Prior Filing	20	18	2	9	1	4	1	5	0	0	0
Net Change(+or-)	-2	-2	0	-2	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	2	2	0	2	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
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 Service Maintenance**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **All Titles Except Custodians**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	40	38	2	32	1	3	0	3	1	0	0
Workforce Number Prior Filing	42	41	1	34	1	4	0	3	0	0	0
Net Change(+or-)	-2	-3	1	-2	0	-1	0	0	1	0	0
HIRES (incl. Pt to Ft) per layoff	1	1	0	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	3	2	1	2	0	0	0	0	1	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	4	3	1	3	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	5	5	0	4	0	1	0	0	0	0	0
PROMOTION OUT	1	1	0	1	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	6	6	0	5	0	1	0	0	0	0	0
PROMOS WITHIN	1	1	0	1	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 Service Maintenance**

DATE:

7/31/2017

POSITION OR POSITION CLASSIFICATION: **Custodian**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	27	18	9	12	6	1	0	5	3	0	0
Workforce Number Prior Filing	30	19	11	13	7	1	0	5	4	0	0
Net Change(+or-)	-3	-1	-2	-1	-1	0	0	0	-1	0	0
HIRES (incl. Pt to Ft) per Layoff List	1	1	0	1	0	0	0	0	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 - Race Change	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	1	1	0	1	0	0	0	0	0	0	0
TERMINATION (Inc. Contract Ending)	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
PROMOTION OUT	3	2	1	2	0	0	0	0	1	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	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	1	0	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	6	5	1	3	0	1	0	1	1	0	0	0	0	0	A
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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	81	57	24	40	17	7	5	3	2	6	0	1	0	0	F
TOTAL APPLICANTS	87	62	25	43	17	8	5	4	3	6	0	1	0	0	G
TOTAL REJECTED APPLICANTS	12	3	9	0	6	0	2	1	1	2	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	75	59	16	43	11	8	3	3	2	4	0	1	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	13	7	6	5	2	0	2	1	2	1	0	0	0	0	O
Not offered Position	11	7	4	5	2	0	1	1	1	1	0	0	0	0	P
Offered Position	2	0	2	0	0	0	1	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	0	0	1	0	1	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 = grand total.

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

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

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	1	0	1	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	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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	17	9	8	3	4	1	1	0	0	2	1	3	2	0	F
TOTAL APPLICANTS	18	10	8	4	4	1	1	0	0	2	1	3	2	0	G
TOTAL REJECTED APPLICANTS	13	7	6	3	3	1	1	0	0	1	0	2	2	0	H
TOTAL QUALIFIED APPLICANTS	5	3	2	1	1	0	0	0	0	1	1	1	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	5	3	2	1	1	0	0	0	0	1	1	1	0	0	O
Not offered Position	4	2	2	0	1	0	0	0	0	1	1	1	0	0	P
Offered Position	1	1	0	1	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*	1	1	0	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 = grand total.

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Professor
LOCATION: Statewide/National

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPi*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	14	8	6	7	6	0	0	0	0	1	0	0	0	0	A
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	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	14	8	6	7	6	0	0	0	0	1	0	0	0	0	G
TOTAL REJECTED APPLICANTS	3	3	0	2	0	0	0	0	0	1	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	11	5	6	5	6	0	0	0	0	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	11	5	6	5	6	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	11	5	6	5	6	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	11	5	6	5	6	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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		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	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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	188	141	44	53	13	7	7	7	0	68	21	6	3	3	F
TOTAL APPLICANTS	188	141	44	53	13	7	7	7	0	68	21	6	3	3	G
TOTAL REJECTED APPLICANTS	116	91	23	29	7	6	3	3	0	48	11	5	2	2	H
TOTAL QUALIFIED APPLICANTS	72	50	21	24	6	1	4	4	0	20	10	1	1	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	46	34	12	18	4	1	3	2	0	12	4	1	1	0	O
Not offered Position	42	31	11	15	3	1	3	2	0	12	4	1	1	0	P
Offered Position	4	3	1	3	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	2	1	2	1	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

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
POSITION OR POSITION CLASSIFICATION: Associate Professor
LOCATION: Statewide/National

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	14	6	8	6	6	0	0	0	1	0	1	0	0	0	A
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	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	14	6	8	6	6	0	0	0	1	0	1	0	0	0	G
TOTAL REJECTED APPLICANTS	3	1	2	1	1	0	0	0	1	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	11	5	6	5	5	0	0	0	0	0	1	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	11	5	6	5	5	0	0	0	0	0	1	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	11	5	6	5	5	0	0	0	0	0	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	11	5	6	5	5	0	0	0	0	0	1	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

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

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**
 POSITION OR POSITION CLASSIFICATION: **Assistant Professor (including Instructor)**
 LOCATION: **Statewide/National**

DATE: **July 31, 2017**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	5	3	2	2	2	0	0	0	0	1	0	0	0	0	A
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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	549	330	206	155	94	24	7	15	9	116	80	20	16	13	F
TOTAL APPLICANTS	554	333	208	157	96	24	7	15	9	117	80	20	16	13	G
TOTAL REJECTED APPLICANTS	389	251	127	121	60	17	5	13	3	84	52	16	7	11	H
TOTAL QUALIFIED APPLICANTS	165	82	81	36	36	7	2	2	6	33	28	4	9	2	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	42	23	19	11	9	2	0	0	1	9	7	1	2	0	O
Not offered Position	36	20	16	9	7	2	0	0	1	8	6	1	2	0	P
Offered Position	6	3	3	2	2	0	0	0	0	1	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	6	3	3	2	2	0	0	0	0	1	1	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 = grand total.

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

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

OCCUPATIONAL CATEGORY:

EEO 2 - Faculty

DATE:

July 31, 2017

POSITION OR POSITION CLASSIFICATION:

Coaching Staff

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKOWN			
		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	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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	15	5	10	4	8	1	1	0	0	0	0	0	1	0	F
TOTAL APPLICANTS	15	5	10	4	8	1	1	0	0	0	0	0	1	0	G
TOTAL REJECTED APPLICANTS	9	3	6	2	6	1	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	6	2	4	2	2	0	1	0	0	0	0	0	1	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	2	0	2	0	1	0	1	0	0	0	0	0	0	0	O
Not offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	0	0	1	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	1	0	1	0	0	0	1	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 = grand total.

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

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: July 31, 2017

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	11	2	9	1	7	1	2	0	0	0	0	0	0	0	A
Outside agency	9	5	4	3	3	0	1	2	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	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	976	245	729	147	439	46	136	30	83	12	21	10	50	2	F
TOTAL APPLICANTS	996	252	742	151	449	47	139	32	83	12	21	10	50	2	G
TOTAL REJECTED APPLICANTS	705	178	525	104	297	33	111	22	54	10	19	9	44	2	H
TOTAL QUALIFIED APPLICANTS	291	74	217	47	152	14	28	10	29	2	2	1	6	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	102	36	66	22	49	8	13	5	3	1	0	0	1	0	O
Not offered Position	86	33	53	19	40	8	10	5	2	1	0	0	1	0	P
Offered Position	16	3	13	3	9	0	3	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	16	3	13	3	9	0	3	0	1	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 = grand total.

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

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

DATE: July 31, 2017

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	1	0	1	0	0	0	1	0	0	0	0	0	0	0	A
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	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	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	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	0	1	0	0	0	1	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	0	0	1	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	1	0	1	0	0	0	1	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 = grand 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, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		UNKNOWN			
		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
Cert. Employment List	1151	130	1021	64	598	39	233	16	128	10	47	1	15	0	D
TOTAL APPLICANTS FOR EXAM	1151	130	1021	64	598	39	233	16	128	10	47	1	15	0	G
TOTAL REJECTED APPLICANTS	949	114	835	54	472	35	200	15	109	9	39	1	15	0	H
TOTAL TESTED	202	16	186	10	126	4	33	1	19	1	8	0	0	0	J
TOTAL PASSING EXAMINATION	126	11	115	7	89	3	16	0	9	1	1	0	0	0	K
TOTAL APPLICANTS FOR POSITION	28	5	23	2	16	2	5	1	2	0	0	0	0	0	L
TOTAL REJECTED APPLICANTS FOR POSITION	9	2	7	0	5	1	1	1	1	0	0	0	0	0	L
TOTAL QUALIFIED APPLICANTS FOR POSITION	19	3	16	2	11	1	4	0	1	0	0	0	0	0	
TOTAL INTERVIEWED	12	3	9	2	7	1	1	0	1	0	0	0	0	0	O
Not offered Position	11	3	8	2	6	1	1	0	1	0	0	0	0	0	P
Offered Position	1	0	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	R
TOTAL ACCESSIONS*	1	0	1	0	1	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 = grand total.

Added line for rejected applicants for position - these applicants were not on the list, did not submit required documents or applied late

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

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	0	1	0	1	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	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	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	1	0	1	0	1	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	H
TOTAL QUALIFIED APPLICANTS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	0	1	0	1	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	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	R
TOTAL ACCESSIONS*	1	0	1	0	1	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 = grand total.

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

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Secretary 2
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKONWN			
		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	B
Reemployment List	1	0	1	0	0	0	0	0	1	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	1	0	1	0	0	0	0	0	1	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	0	0	1	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	0	1	0	0	0	0	0	1	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	0	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	1	0	1	0	0	0	0	0	1	0	0	0	0	0	S

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

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: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Secretary 2
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKONWN			
		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	B
Reemployment List	2	0	2	0	1	0	0	0	1	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	2	0	2	0	1	0	0	0	1	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	2	0	2	0	1	0	0	0	1	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	2	0	2	0	1	0	0	0	1	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
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

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER; Collective goal established for WF

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**

OCCUPATIONAL CATEGORY: EEO 5 - Technical/Paraprofessional
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		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	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	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	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	K
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	M
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	O
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 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 - Promotion Non-examined

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
Intra-agency	1	1	0	1	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	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	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	1	1	0	1	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	H
TOTAL QUALIFIED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	1	0	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	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	1	1	0	1	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; Promotion through contractual rights.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY: Protective Service
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31,2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		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	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	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	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	K
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	M
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	O
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: There were no increases in the workforce. Therefore, there was no flow of applicants for the 2016 plan.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRE - NON-EXAMINED**

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKONWN	
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	B
Reemployment List	1	1	0	1	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	1	1	0	1	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	H
TOTAL QUALIFIED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	1	0	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	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	1	1	0	1	0	0	0	0	0	0	0	0	0	0	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; Hired per Reemployment Rights.

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

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKONWN	
Intra-agency	5	4	1	4	0	0	0	0	1	0	0	0	0	0	A
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	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	5	4	1	4	0	0	0	0	1	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	5	4	1	4	0	0	0	0	1	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	5	4	1	4	0	0	0	0	1	0	0	0	0	0	O
Not offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	P
Offered Position	4	3	1	3	0	0	0	0	1	0	0	0	0	0	Q
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	2	1	2	0	0	0	0	1	0	0	0	0	0	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

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

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
POSITION OR POSITION CLASSIFICATION: Custodian
LOCATION: Hartford County

DATE: July 31, 2017

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		UNKNOWN			
		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	1	1	0	1	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	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	1	1	0	1	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	H
TOTAL QUALIFIED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	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	K
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	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	1	1	0	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	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	1	1	0	1	0	0	0	0	0	0	0	0	0	0	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; hired per collective bargaining agreement

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

2/25/2018 14:38

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	3	0	3	0	3	0	0	0	0	0	0
Good	32	20	12	14	10	5	0	1	2	0	0
Satisfactory	1	0	1	0	1	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.

No member of the executive committee received lower than an overall good evaluation

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Professor

Form #42 A3

2/25/2018 14:38

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	183	115	68	85	52	8	5	10	3	12	8
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 2016 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: Associate Professor

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	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	125	70	55	54	48	2	2	1	1	13	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	1	1	0	0	0	0	0	1	0	0	0
Unsatisfactory	1	1	0	1	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: 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 2016 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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PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	98	49	49	35	34	3	5	1	5	10	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	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
	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 2016 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

2/25/2018 14:38

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	30	21	9	18	9	3	0	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	3	3	0	1	0	2	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

2/25/2018 14:38

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	141	63	78	52	62	3	5	7	9	1	2
Good	44	19	25	14	21	3	4	2	0	0	0
Satisfactory	8	3	5	2	4	1	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	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 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

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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	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	31	2	29	0	26	0	1	2	2	0	0
Very Good	36	4	32	1	23	1	5	1	3	1	1
Good	5	1	4	1	2	0	0	0	2	0	0
Satisfactory	15	2	13	1	5	1	5	0	3	0	0
Fair	2	0	2	0	1	0	1	0	0	0	0
Unsatisfactory	2	0	2	0	2	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: EE0-6 - Skilled Crafts
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form #42 A3

2/25/2018 14:38

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	4	3	1	3	1	0	0	0	0	0	0
Good	6	6	0	6	0	0	0	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	1	1	0	1	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
	0	0	0	0	0	0	0	0	0	0	0

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

Q1 Name

Answered: 18 Skipped: 0

Q2 University Department

Answered: 15 Skipped: 3

Q3 Job Title

Answered: 15 Skipped: 3

Q4 Employment Category/Appointment Type

Answered: 18 Skipped: 0

AAUP Faculty						
	SPECIAL APPOINTMENT (TEMP.) (1)	TENURE TRACK (2)	TENURED (3)	DEFINED TERM APPOINTMENT (COACH) (4)	TOTAL	
Please select one	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6	

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Please select one	2.00	4.00	3.00	3.00	0.58	

SUOAF Administrative Faculty					
	TEMPORARY APPOINTMENT (1)	TERM APPOINTMENT (2)	CONTINUING APPOINTMENT (3)	TOTAL	
Please select one	12.50% 1	12.50% 1	75.00% 6	8	

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Please select one	1.00	3.00	3.00	2.63	0.70	

Classified						
	ADMINISTRATIVE CLERICAL (1)	ADMINISTRATIVE & RESIDUAL (2)	ENGINEERING & SCIENTIFIC (3)	MAINTENANCE (4)	PROTECTIVE SERVICES (5)	TOTAL
Please select one	33.33% 1	0.00% 0	0.00% 0	33.33% 1	33.33% 1	3

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Please select one	1.00	5.00	4.00	3.33	1.70	

Management/Confidential			
	NON-TEMPORARY APPOINTMENT (1)	TEMPORARY APPOINTMENT (2)	TOTAL
Please select one	100.00% 3	0.00% 0	3

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Please select one	1.00	1.00	1.00	1.00	0.00	

Q5 Gender

Answered: 18 Skipped: 0

ANSWER CHOICES	RESPONSES
Male (1)	44.44% 8
Female (2)	55.56% 10
TOTAL	18

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	2.00	1.56	0.50

Q6 Length of CCSU service

Answered: 18 Skipped: 0

ANSWER CHOICES	RESPONSES
Under 5 years (1)	16.67% 3
5 - 9 years (2)	11.11% 2
10 - 15 years (3)	16.67% 3
16 - 19 years (4)	11.11% 2
20 - 25 years (5)	16.67% 3
26+ years (6)	27.78% 5
TOTAL	18

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	6.00	4.00	3.83	1.83

Q7 Would you work for CCSU again in the future?

Answered: 18 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes (1)	83.33%	15
No (2)	16.67%	3
TOTAL		18

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.17	0.37

Q8 Were you able to utilize your skills and abilities in your position at CCSU?

Answered: 18 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes (1)	83.33%	15
No (2)	16.67%	3
TOTAL		18

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.17	0.37

Q9 Did the job meet your expectations?

Answered: 18 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes (1)	88.89%	16
No (2)	11.11%	2
TOTAL		18

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.11	0.31

Q10 Please indicate the reason/s that contributed to your decision to leave CCSU.

Answered: 18 Skipped: 0

ANSWER CHOICES		RESPONSES		
Salary/Wage (1)		22.22%	4	
Employment conditions (2)		11.11%	2	
Promotional opportunity (3)		5.56%	1	
Work location/relocation (4)		16.67%	3	
Workplace culture and values (5)		16.67%	3	
Family/Childcare reasons (6)		0.00%	0	
Health-related reasons (7)		5.56%	1	
Retirement (8)		72.22%	13	
End of contract (9)		0.00%	0	
Lack of advancement opportunities (10)		5.56%	1	
Other (please specify) (11)		11.11%	2	
Total Respondents: 18				
BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	11.00	8.00	6.03	3.03

Q11 Overall Experience

Answered: 17 Skipped: 1

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Your overall work experience	47.06% 8	41.18% 7	5.88% 1	5.88% 1	0.00% 0	17	4.29

BASIC STATISTICS

Minimum 1.00	Maximum 4.00	Median 2.00	Mean 1.71	Standard Deviation 0.82
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Q12 Job/Role

Answered: 17 Skipped: 1

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Definition of your role and responsibilities	64.71% 11	29.41% 5	5.88% 1	0.00% 0	0.00% 0	17	4.59
The nature of the work required in your role	58.82% 10	35.29% 6	5.88% 1	0.00% 0	0.00% 0	17	4.53
Opportunities for advancement and development	52.94% 9	23.53% 4	5.88% 1	11.76% 2	5.88% 1	17	4.06
Evaluation/Performance Review process	58.82% 10	23.53% 4	5.88% 1	11.76% 2	0.00% 0	17	4.29
Ability to provide input into issues that affected your job	52.94% 9	29.41% 5	5.88% 1	11.76% 2	0.00% 0	17	4.24

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Definition of your role and responsibilities	1.00	3.00	1.00	1.41	0.60
The nature of the work required in your role	1.00	3.00	1.00	1.47	0.61
Opportunities for advancement and development	1.00	5.00	1.00	1.94	1.26
Evaluation/Performance Review process	1.00	4.00	1.00	1.71	1.02
Ability to provide input into issues that affected your job	1.00	4.00	1.00	1.76	1.00

Q13 Terms & Conditions

Answered: 17 Skipped: 1

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Salary	52.94% 9	29.41% 5	5.88% 1	11.76% 2	0.00% 0	17	4.24
Fringe benefits	76.47% 13	17.65% 3	5.88% 1	0.00% 0	0.00% 0	17	4.71
Work Schedule	64.71% 11	23.53% 4	11.76% 2	0.00% 0	0.00% 0	17	4.53
Access to flexible working arrangements	47.06% 8	23.53% 4	11.76% 2	11.76% 2	5.88% 1	17	3.94
Office/Work space	50.00% 8	25.00% 4	18.75% 3	0.00% 0	6.25% 1	16	4.13
On-Campus Health & Fitness Opportunities	47.06% 8	23.53% 4	29.41% 5	0.00% 0	0.00% 0	17	4.18
Geographic location	64.71% 11	29.41% 5	5.88% 1	0.00% 0	0.00% 0	17	4.59

BASIC STATISTICS						
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION	
Salary	1.00	4.00	1.00	1.76	1.00	
Fringe benefits	1.00	3.00	1.00	1.29	0.57	
Work Schedule	1.00	3.00	1.00	1.47	0.70	
Access to flexible working arrangements	1.00	5.00	2.00	2.06	1.26	
Office/Work space	1.00	5.00	1.50	1.88	1.11	
On-Campus Health & Fitness Opportunities	1.00	3.00	2.00	1.82	0.86	
Geographic location	1.00	3.00	1.00	1.41	0.60	

Q14 Interpersonal Relationships

Answered: 17 Skipped: 1

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Relationship with immediate supervisor	58.82% 10	35.29% 6	5.88% 1	0.00% 0	0.00% 0	17	4.53
Relationship with coworkers in your department	70.59% 12	23.53% 4	5.88% 1	0.00% 0	0.00% 0	17	4.65
Relationship with faculty & staff in other departments	82.35% 14	17.65% 3	0.00% 0	0.00% 0	0.00% 0	17	4.82
Relationship with the administration	52.94% 9	29.41% 5	17.65% 3	0.00% 0	0.00% 0	17	4.35

BASIC STATISTICS							
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION		
Relationship with immediate supervisor	1.00	3.00	1.00	1.47	0.61		
Relationship with coworkers in your department	1.00	3.00	1.00	1.35	0.59		
Relationship with faculty & staff in other departments	1.00	2.00	1.00	1.18	0.38		
Relationship with the administration	1.00	3.00	1.00	1.65	0.76		

Q15 Training & Development

Answered: 17 Skipped: 1

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Orientation	31.25% 5	31.25% 5	37.50% 6	0.00% 0	0.00% 0	16	3.94
On the job training	41.18% 7	29.41% 5	29.41% 5	0.00% 0	0.00% 0	17	4.12
Training and development opportunities	41.18% 7	29.41% 5	29.41% 5	0.00% 0	0.00% 0	17	4.12
Access to training programs	37.50% 6	37.50% 6	25.00% 4	0.00% 0	0.00% 0	16	4.13

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Orientation	1.00	3.00	2.00	2.06	0.83
On the job training	1.00	3.00	2.00	1.88	0.83
Training and development opportunities	1.00	3.00	2.00	1.88	0.83
Access to training programs	1.00	3.00	2.00	1.88	0.78

Q16 Immediate Supervisor/Management

Answered: 16 Skipped: 2

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Communication of strategic direction and policy	56.25% 9	31.25% 5	12.50% 2	0.00% 0	0.00% 0	16	4.44
Feedback on your performance	62.50% 10	37.50% 6	0.00% 0	0.00% 0	0.00% 0	16	4.63
Communication of decisions and issues affecting you	62.50% 10	25.00% 4	6.25% 1	6.25% 1	0.00% 0	16	4.44
Competence of your immediate supervisor	56.25% 9	25.00% 4	18.75% 3	0.00% 0	0.00% 0	16	4.38

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Communication of strategic direction and policy	1.00	3.00	1.00	1.56	0.70
Feedback on your performance	1.00	2.00	1.00	1.38	0.48
Communication of decisions and issues affecting you	1.00	4.00	1.00	1.56	0.86
Competence of your immediate supervisor	1.00	3.00	1.00	1.63	0.78

Q17 Workplace Culture

Answered: 16 Skipped: 2

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Culture of supporting faculty & staff to develop and reach their potential	37.50% 6	37.50% 6	25.00% 4	0.00% 0	0.00% 0	16	4.13
Culture of respecting individual differences	56.25% 9	31.25% 5	12.50% 2	0.00% 0	0.00% 0	16	4.44
Culture of providing a workplace free of harassment and bullying	50.00% 8	25.00% 4	12.50% 2	12.50% 2	0.00% 0	16	4.13

BASIC STATISTICS							
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION		
Culture of supporting faculty & staff to develop and reach their potential	1.00	3.00	2.00	1.88			0.78
Culture of respecting individual differences	1.00	3.00	1.00	1.56			0.70
Culture of providing a workplace free of harassment and bullying	1.00	4.00	1.50	1.88			1.05

Q18 Please use this space for any additional comments you would like to make. Thank you.

Answered: 6 Skipped: 12