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

Utilization Analysis (UA)

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

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

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

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

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

Hiring and Promotional Goals

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

A "goal" is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated as short term (one year or less) or long term (more than a year, but not more than five).

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

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

Notes:

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

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

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

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions there have been fewer than 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.

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotion goals for the period of August 1, 2017 through July 31, 2018.

Dromotional

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
3 White Females	1 White Female

1 Black Female

1 AAIANHNPI Male 1 AAIANHNPI Female

FACULTY

PROFESSOR

Hirina

Hiring	Promotional
1 White Female	12 White Females
	8 AAIANHNPI Males

ASSOCIATE PROFESSOR

пініі	Promotional
2 Black Males	
3 Black Females	1 Black Female
1 Hispanic Male	
3 Hispanic Females	2 Hispanic Females
1 AAIANHNPI Female	1 AAIANHNPI Female

ASSISTANT PROFESSOR

ASSISTANT TROTESSOR	
Hiring	Promotional
1 White Male	None
4 White Females	
2 Hispanic Males	
1 AAIANHNPI Female	

COACHING

Hiring Promotional

1 Black Male None

1 Black Female

1 Hispanic Male

1 AAIANHNPI Male

1 AAIANHNPI Female

PROFESSIONAL/NON-FACULTY

Hiring Promotional

1 Black Male None

4 AAIANHNPI Males 5 AAIANHNPI Females

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring Promotional

4 White Males

2 Hispanic Females 1 Hispanic Female

1 AAIANHNPI Female

SECRETARIAL CLERICAL/SECRETARY 2

Hiring Promotional

1 White Male 1 White Female

1 Black Female

TECHNICAL/PARAPROFESSIONAL

Hiring Promotional

3 White Females None

1 Black Male

1 Hispanic Female

PROTECTIVE SERVICES

Hiring Promotional

4 White Males None

1 White Female

1 Hispanic Female

SKILLED CRAFTS

Hiring Promotional

1 Black Male None

2 Hispanic Males

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring Promotional

1 White Female 1 White Female

1 Black Male

1 Hispanic Male 1 Hispanic Male

1 AAIANHNPI Male

SERVICE MAINTENANCE/CUSTODIANS

Hiring Promotional

2 Black Males

None

- 2 Black Females
- 1 Hispanic Male
- 1 AAIANHNPI Male

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2017

CATEGORY OR CLASS: EEO1 - Executive Administrative LABOR MARKET AREA: STATEWIDE/NATIONAL POSITION CLASSIFICATION (25+): OFFICIAL ADMINISTRATOR (ALL TITLES)

	GRAND	TOTAL	TOTAL	WH	HITE	BL	ACK	HISP	ANIC	AAIAI	NHNPI*	1
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE]
E %	100.0%	57.6%	42.4%	39.4%	30.3%	15.2%	3.0%	3.0%	9.1%	0.0%	0.0%	Α
ABILITY BASE %	100.0	46.5	53.5	37.6	41.4	3.9	6.2	2.7	3.5	2.3	2.5	В
E NUMBERS	33	19	14	13	10	5	1	1	3	0	0	С
E PARITY NUMBERS		15.3	17.7	12.4	13.7	1.3	2.0	0.9	1.2	0.8	0.8	D
TION (+/-)		3.7	-3.7	0.6	-3.7	3.7	-1.0	0.1	1.8	-0.8	-0.8	E
TILIZATION***		3.0	-3.0	0.1	-0.9	3.6	-2.1	0.1	0.9	-0.8	-0.9	F
m previous filing												
PREVIOUS PLAN GOALS	5	1	4	0	1	0	2	0	0	1	1	G
CURRENT PLAN HIRES	2	0	2	0	0	0	1	0	1	0	0	н
CURRENT PLAN GOALS	6	1	5	0	3	0	1	0	0	1	1	L
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0	к
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	L
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	М
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	o
	ABILITY BASE % E NUMBERS E PARITY NUMBERS TION (+/-) TILIZATION*** m previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS CURRENT PLAN GOALS	TOTAL E % 100.0% ABILITY BASE % 100.0 E NUMBERS 33 E PARITY NUMBERS TION (+/-) TILIZATION*** m previous filing PREVIOUS PLAN GOALS 5 CURRENT PLAN HIRES 2 CURRENT PLAN GOALS 6 PREVIOUS PLAN GOALS 1 CURRENT PLAN GOALS 1	TOTAL MALE 100.0% 57.6% ABILITY BASE % 100.0 46.5 E NUMBERS 33 19 E PARITY NUMBERS 15.3 TION (+/-) 3.7 TILIZATION*** 3.0 m previous filing PREVIOUS PLAN GOALS 5 1 CURRENT PLAN HIRES 2 0 CURRENT PLAN GOALS 6 1 PREVIOUS PLAN GOALS 1 1 CURRENT PLAN PROMOTIONS 1 1 CURRENT PLAN GOALS 1 0 CURRENT PLAN GOALS 1 0 PREVIOUS PLAN GOALS 1 0 CURRENT PLAN GOALS 1 0 CURRENT PLAN GOALS 1 0 PREVIOUS PLAN GOALS 1 0 CURRENT PLAN GOALS 1 0 PREVIOUS PLAN GOALS 1 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN GOALS 0 0	TOTAL MALE FEMALE	TOTAL MALE FEMALE MALE SW 100.0% 57.6% 42.4% 39.4% ABILITY BASE % 100.0 46.5 53.5 37.6 E NUMBERS 33 19 14 13 E PARITY NUMBERS 15.3 17.7 12.4 TION (+/-) 3.7 -3.7 0.6 TILIZATION*** 3.0 -3.0 0.1 Imprevious filing PREVIOUS PLAN GOALS 5 1 4 0 CURRENT PLAN HIRES 2 0 2 0 CURRENT PLAN GOALS 6 1 5 0 PREVIOUS PLAN GOALS 1 5 0 PREVIOUS PLAN GOALS 1 1 0 1 CURRENT PLAN GOALS 1 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 PREVIOUS PLAN GOALS 1 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 PREVIOUS PLAN GOALS 1 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 PREVIOUS PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 PREVIOUS PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 CURRENT PLAN PROMOTIONS 0 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE 100.0% 57.6% 42.4% 39.4% 30.3% ABILITY BASE % 100.0 46.5 53.5 37.6 41.4 E NUMBERS 33 19 14 13 10 E PARITY NUMBERS 15.3 17.7 12.4 13.7 TION (+/-) 3.7 -3.7 0.6 -3.7 TILIZATION*** 3.0 -3.0 0.1 -0.9 m previous filing PREVIOUS PLAN GOALS 5 1 4 0 1 CURRENT PLAN HIRES 2 0 2 0 0 CURRENT PLAN GOALS 6 1 5 0 3 PREVIOUS PLAN GOALS 6 1 5 0 3 PREVIOUS PLAN GOALS 1 1 0 1 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 CURRENT PLAN PROMOTIONS 0 0 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE MALE E% 100.0% 57.6% 42.4% 39.4% 30.3% 15.2% ABILITY BASE % 100.0 46.5 53.5 37.6 41.4 3.9 E NUMBERS 33 19 14 13 10 5 E PARITY NUMBERS 15.3 17.7 12.4 13.7 1.3 TION (+/-) 3.7 -3.7 0.6 -3.7 3.7 TILIZATION*** 3.0 -3.0 0.1 -0.9 3.6 TOURRENT PLAN GOALS 5 1 4 0 1 0 CURRENT PLAN GOALS 6 1 5 0 3 0 PREVIOUS PLAN GOALS 6 1 5 0 3 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 1 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 1 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TOTAL MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE	TOTAL MALE FEMALE MALE MALE MALE MALE MALE MALE MALE	TOTAL MALE FEMALE MALE MALE FEMALE MALE MALE MALE MALE MALE MALE MALE	TOTAL MALE FEMALE FEMALE FEMALE MALE FEMALE FEMALE FEMALE FEMALE FEMALE FEMALE FEMAL

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	7/31/2017		
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:	STATEWIDE/NATIONAL		
POSITION CLASSIFICATION (25+):	PROFESSOR				

		GRAND	TOTAL	TOTAL	Wŀ	HITE	BL/	ACK	HISP	ANIC	AAIAN	IHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	61.9%	38.1%	46.4%	29.9%	4.1%	2.6%	5.2%	1.5%	6.2%	4.1%
WORKFORC	E PARITY %	100.0	56.9	43.1	44.3	36.7	1.6	1.6	0.9	0.9	10.2	3.9
WORKFORC	E NOS.	194	120	74	90	58	8	5	10	3	12	8
WORKFORC	E PARITY NOS.		110.4	83.6	85.9	71.2	3.1	3.1	1.7	1.7	19.8	7.6
NET UTILIZA	TION (+/-)		9.6	-9.6	4.1	-13.2	4.9	1.9	8.3	1.3	-7.8	0.4
	JTILIZATION		8.3	-8.3	3.7	-12.7	3.5	2.1	8.1	0.1	-6.8	2.2
* Enter line E fro	om previous filing											
DALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
HIRING GOALS	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
HR	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
							•	0	0	0		
ONAL	PREVIOUS PLAN GOALS	19	7	12	0	12	0	0	0	0	7	0
MOTIONAL	PREVIOUS PLAN GOALS CURRENT PLAN PROMOTIONS	19	7 5	6	5	6	0	0	0	0	0	0
PROMOTIONAL GOALS			,								•	
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	11	5	6	5	6	0	0	0	0	0	0
_	CURRENT PLAN PROMOTIONS	11	5	6	5	6	0	0	0	0	0	0
UPWARD/ CAREER PROMOTIONAL MOBILITY GOALS GOALS	CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS	11 20	5 8	6 12	5	6 12	0	0	0	0	0 8	0

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU REPORTING DATE: 7/31/2017

CATEGORY OR CLASS: EEO2 - FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+): ASSOCIATE PROFESSOR

	GRAND		TAL	VVI	HITE	BL/	ACK	HISP	ANIC	AAIAI	NHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
%	100.0%	56.3%	43.7%	43.7%	37.3%	1.6%	1.6%	0.8%	0.8%	10.3%	4.0%
PARITY %	100.1	51.1	49.0	35.9	34.6	3.1	4.8	1.5	4.5	10.6	5.3
NOS.	126	71	55	55	47	2	2	1	1	13	5
PARITY NOS.		64.4	61.7	45.2	43.6	3.9	6.0	1.9	5.7	13.4	6.7
TON (+/-)		6.6	-6.7	9.8	3.4	-1.9	-4.0	-0.9	-4.7	-0.4	-1.7
TILIZATION		9.2	-9.3	8.5	0.6	-0.7	-4.6	0.2	-3.2	1.3	-2.2
n previous filing											
PREVIOUS PLAN GOALS	7	1	6	0	0	1	3	0	2	0	1
CURRENT PLAN HIRES	3	2	1	2	1	0	0	0	0	0	0
CURRENT PLAN GOALS	10	3	7	0	0	2	3	1	3	0	1
PREVIOUS PLAN GOALS	4	0	4	0	0	0	2	0	1	0	1
CURRENT PLAN PROMOTIONS	11	5	6	5	5	0	0	0	0	0	1
CURRENT PLAN GOALS	4	0	4	0	0	0	1	0	2	0	1
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	PARITY % NOS. PARITY NOS. ION (+/-) ILIZATION previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS CURRENT PLAN GOALS	PARITY % 100.1 NOS. 126 PARITY NOS. 126 ION (+/-) ILIZATION previous filing PREVIOUS PLAN GOALS 7 CURRENT PLAN HIRES 3 CURRENT PLAN GOALS 10 PREVIOUS PLAN GOALS 4 CURRENT PLAN PROMOTIONS 11 CURRENT PLAN GOALS 4 PREVIOUS PLAN GOALS 0 CURRENT PLAN PROMOTIONS 0	PARITY % 100.1 51.1 NOS. 126 71 PARITY NOS. 64.4 ION (+/-) 6.6 ILIZATION 9.2 PREVIOUS PLAN GOALS 7 1 CURRENT PLAN HIRES 3 2 CURRENT PLAN GOALS 10 3 PREVIOUS PLAN GOALS 4 0 CURRENT PLAN PROMOTIONS 11 5 CURRENT PLAN GOALS 4 0 PREVIOUS PLAN GOALS 4 0 CURRENT PLAN PROMOTIONS 10 0 CURRENT PLAN GOALS 0 0 CURRENT PLAN PROMOTIONS 0 0	PARITY % 100.1 51.1 49.0	NOS. 126 71 55 55	PARITY % 100.1 51.1 49.0 35.9 34.6 NOS. 126 71 55 55 47 PARITY NOS. 64.4 61.7 45.2 43.6 ION (+/-) 6.6 -6.7 9.8 3.4 ILIZATION 9.2 -9.3 8.5 0.6 Previous filing PREVIOUS PLAN GOALS 7 1 6 0 0 0 CURRENT PLAN GOALS 10 3 7 0 0 0 PREVIOUS PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PARITY % 100.1 51.1 49.0 35.9 34.6 3.1 NOS. 126 71 55 55 47 2 PARITY NOS. 64.4 61.7 45.2 43.6 3.9 ION (+/-) 6.6 -6.7 9.8 3.4 -1.9 ILIZATION 9.2 -9.3 8.5 0.6 -0.7 PREVIOUS PLAN GOALS 7 1 6 0 0 1 CURRENT PLAN HIRES 3 2 1 2 1 0 CURRENT PLAN GOALS 10 3 7 0 0 2 PREVIOUS PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PARITY % 100.1 51.1 49.0 35.9 34.6 3.1 4.8 NOS. 126 71 55 55 47 2 2 PARITY NOS. 64.4 61.7 45.2 43.6 3.9 6.0 ION (+/-) 6.6 -6.7 9.8 3.4 -1.9 -4.0 ILIZATION 9.2 -9.3 8.5 0.6 -0.7 -4.6 PREVIOUS PLAN GOALS 7 1 6 0 0 1 3 CURRENT PLAN HIRES 3 2 1 2 1 0 0 CURRENT PLAN GOALS 10 3 7 0 0 2 3 PREVIOUS PLAN GOALS 4 0 4 0 0 0 2 3 CURRENT PLAN GOALS 4 0 4 0 0 0 1 CURRENT PLAN GOALS 4 0 4 0 0 0 1 CURRENT PLAN GOALS 4 0 4 0 0 0 0 1 CURRENT PLAN GOALS 4 0 4 0 0 0 0 1 CURRENT PLAN GOALS 4 0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PARITY % 100.1 51.1 49.0 35.9 34.6 3.1 4.8 1.5 NOS. 126 71 55 55 47 2 2 1 PARITY NOS. 64.4 61.7 45.2 43.6 3.9 6.0 1.9 ION (+/-) 6.6 -6.7 9.8 3.4 -1.9 -4.0 -0.9 ILIZATION 9.2 -9.3 8.5 0.6 -0.7 -4.6 0.2 PREVIOUS PLAN GOALS 7 1 6 0 0 1 3 0 CURRENT PLAN HIRES 3 2 1 2 1 0 0 0 CURRENT PLAN GOALS 10 3 7 0 0 2 3 1 PREVIOUS PLAN GOALS 4 0 4 0 0 0 2 2 0 CURRENT PLAN GOALS 4 0 4 0 0 0 0 1 0 CURRENT PLAN GOALS 4 0 4 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 4 0 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 0 0 0 0 CURRENT PLAN GOALS 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	PARITY % 100.1 51.1 49.0 35.9 34.6 3.1 4.8 1.5 4.5 NOS. 126 71 55 55 47 2 2 1 1 1 PARITY NOS. 64.4 61.7 45.2 43.6 3.9 6.0 1.9 5.7 ION (+/-) 6.6 -6.7 9.8 3.4 -1.9 -4.0 -0.9 -4.7 ILIZATION 9.2 -9.3 8.5 0.6 -0.7 -4.6 0.2 -3.2 PREVIOUS PLAN GOALS 7 1 6 0 0 1 3 0 2 CURRENT PLAN GOALS 10 3 7 0 0 2 3 1 3 0 CURRENT PLAN GOALS 4 0 4 0 0 0 0 1 0 2 0 1 CURRENT PLAN GOALS 4 0 4 0 0 0 0 1 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0	PARITY % 100.1 51.1 49.0 35.9 34.6 3.1 4.8 1.5 4.5 10.6 NOS. 126 71 55 55 47 2 2 1 1 1 13 PARITY NOS. 64.4 61.7 45.2 43.6 3.9 6.0 1.9 5.7 13.4 ON (+/-) 6.6 -6.7 9.8 3.4 1.9 -4.0 -0.9 -4.7 -0.4 ON (+/-) 9.2 -9.3 8.5 0.6 -0.7 -4.6 0.2 -3.2 1.3 PREVIOUS PLAN GOALS 7 1 6 0 0 1 3 0 2 0 CURRENT PLAN HIRES 3 2 1 2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

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

AGENCY: CCSU REPORTING DATE:	7/31/2017
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CATEGORY OR CLASS: EEO2 -FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

	GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAA	NHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E %	100.0%	50.0%	50.0%	33.7%	33.7%	3.3%	5.4%	1.1%	5.4%	12.0%	5.4%
E PARITY %	100.0	46.7	53.3	35.0	37.7	2.8	5.3	3.0	3.9	5.8	6.6
E NOS.	92	46	46	31	31	3	5	1	5	11	5
E PARITY NOS.		43.0	49.0	32.2	34.7	2.6	4.9	2.8	3.6	5.3	6.1
TION (+/-)		3.0	-3.0	-1.2	-3.7	0.4	0.1	-1.8	1.4	5.7	-1.1
TILIZATION		1.8	-1.8	-0.5	-2.9	0.1	0.8	-1.9	1.5	4.1	-1.3
m previous filing											
PREVIOUS PLAN GOALS	7	3	4	1	3	0	0	2	0	0	1
CURRENT PLAN HIRES	6	3	3	2	2	0	0	0	0	1	1
CURRENT PLAN GOALS	8	3	5	1	4	0	0	2	0	0	1
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	E PARITY % E NOS. E PARITY NOS. TION (+/-) TILIZATION IN previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN PROMOTIONS CURRENT PLAN PROMOTIONS	TOTAL 100.0% PARITY % 100.0 NOS. PARITY NOS. FION (+/-) TILIZATION previous filing PREVIOUS PLAN GOALS CURRENT PLAN HIRES CURRENT PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN GOALS O CURRENT PLAN GOALS O	TOTAL MALE 100.0% 50.0% E PARITY % 100.0 46.7 E NOS. 92 46 E PARITY NOS. 43.0 TION (+/-) 3.0 TILIZATION 1.8 PREVIOUS PLAN GOALS 7 3 CURRENT PLAN HIRES 6 3 CURRENT PLAN GOALS 8 3 PREVIOUS PLAN GOALS 0 0 CURRENT PLAN PROMOTIONS 0 0 CURRENT PLAN GOALS 0 0	TOTAL MALE FEMALE 100.0% 50.0% 50.0% 100.0% 50.0% 50.0% 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 100.0 46.7 53.3 40.0 49.0 100.0 46.7 53.3 43.0 49.0 100.0 46.7 53.3 43.0 49.0 100.0 46.7 53.3 43.0 49.0 100.0 46.7 53.3 43.0 49.0 100.0 49.0 100.0 46.7 53.3 40.0 49.0 100.0 49.0 100.0 46.7 53.3 100.0 46.7	TOTAL MALE FEMALE MALE 100.0% 50.0% 50.0% 33.7% 100.0 46.7 53.3 35.0 100.0 40.0 40.0 40.0 40.0 40.0 40.0 40.0	TOTAL MALE FEMALE MALE FEMALE MALE FEMALE	TOTAL MALE FEMALE MALE MALE FEMALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE MALE FEMALE FEMALE	TOTAL MALE FEMALE FEMALE MALE FEMALE MALE FEMALE FEMAL	TOTAL MALE FEMALE MALE MALE FEMALE MALE MALE MALE FEMALE MALE MALE MALE MALE MALE MALE MALE	TOTAL MALE FEMALE FEMALE MALE FEMALE FEMA

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	COACHING		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISF	PANIC	AAIAN	NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	67.7%	32.3%	58.1%	29.0%	9.7%	3.2%	0.0%	0.0%	0.0%	0.0%
WORKFORC	E PARITY %	100.0	73.6	26.4	53.7	18.7	15.4	5.2	2.1	0.8	2.4	1.7
WORKFORC	E NOS.	31	21	10	18	9	3	1	0	0	0	0
WORKFORC	E PARITY NOS.		22.8	8.2	16.6	5.8	4.8	1.6	0.7	0.2	0.7	0.5
NET UTILIZA	TION (+/-)		-1.8	1.8	1.4	3.2	-1.8	-0.6	-0.7	-0.2	-0.7	-0.5
PREVIOUS U	ITILIZATION		-0.5	0.5	0.1	2.8	0.8	-1.8	-0.7	-0.3	-0.6	-0.2
* Enter line E fro	om previous filing											
Ŷ Ġ	PREVIOUS PLAN GOALS	5	2	3	0	0	0	2	1	1	1	0
	CURRENT PLAN HIRES	1	0	1	0	0	0	1	0	0	0	0
H	CURRENT PLAN GOALS	6	4	2	0	0	2	1	1	0	1	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTIC	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
5 ° E	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY: CCSU REPORTING DATE: 7/31/2017

CATEGORY OR CLASS: EEO3 - PROFESSIONAL NON-FACULTY LABOR MARKET AREA: STATEWIDE/NATIONAL

POSITION CLASSIFICATION (25+): ALL TITLES

		GRAND	то	TAL	WI	HITE	BL	ACK	HISP	ANIC	AAIANHNPI*		1
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100.0%	40.9%	59.1%	32.9%	44.4%	3.1%	6.7%	4.0%	6.2%	0.9%	1.8%	1
WORKFORC	WORKFORCE PARITY %		40.3	59.8	31.4	44.1	3.4	6.8	2.6	4.8	2.8	4.0	J
WORKFORC	WORKFORCE NOS.		92	133	74	100	7	15	9	14	2	4	_
WORKFORC	E PARITY NOS.		90.7	134.6	70.7	99.2	7.7	15.3	5.9	10.8	6.3	9.0	l
NET UTILIZA	ATION (+/-)		1.3	-1.6	3.3	0.8	-0.7	-0.3	3.1	3.2	-4.3	-5.0	E
PREVIOUS U	JTILIZATION		-1.0	1.0	-3.1	1.3	0.9	-2.3	4.3	4.2	-3.6	-2.5	F
*** Enter line E fro	om previous filing												Ī
09	PREVIOUS PLAN GOALS	12	7	5	3	0	0	2	0	0	4	3	ď
	CURRENT PLAN HIRES	16	3	13	3	9	0	3	0	1	0	0	ŀ
H	CURRENT PLAN GOALS	10	5	5	0	0	1	0	0	0	4	5]
ONAL	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	ر
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	1	0	1	0	0	0	1	0	0	0	0	ı
PRO	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	l
													1
۵ « ک »	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0]
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0]
M M	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	1
NOTE: Collective	goal for BM	-								-			1

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO4 - CLERICAL	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT SECRETARY 2		

		GRAND	TOTAL	TOTAL	W	HITE	BL	АСК	HISP	ANIC	IAIAA	NHNPI*
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCI	E %	100.0%	15.7%	84.3%	3.9%	58.8%	3.9%	19.6%	5.9%	5.9%	2.0%	0.0%
WORKFORCI	E PARITY %	100.1	16.7	83.4	11.5	56.3	2.9	13.6	1.5	11.2	0.9	2.4
WORKFORCI	WORKFORCE NOS.		8	43	2	30	2	10	3	3	1	0
WORKFORCI	E PARITY NOS.		8.5	42.5	5.9	28.7	1.5	6.9	0.8	5.7	0.5	1.2
NET UTILIZA	TION (+/-)		-0.5	0.5	-3.9	1.3	0.5	3.1	2.2	-2.7	0.5	-1.2
PREVIOUS U	ITILIZATION		-1.0	1.0	-4.7	-0.3	1.1	3.1	1.9	-0.6	0.6	-1.3
** Enter line E fro	om previous filing											
Ö	PREVIOUS PLAN GOALS	6	5	1	5	0	0	0	0	0	0	1
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0
H	CURRENT PLAN GOALS	6	3	3	3	0	0	0	0	2	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0
MOTIC	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	2	1	1	1	0	0	0	0	1	0	0
۵ « ۲ .;	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ARD EER LLT ALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
		1										

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO4 - CLERICAL	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	SECRETARY 2		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISPANIC		AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	2.4%	97.6%	2.4%	71.4%	0.0%	9.5%	0.0%	14.3%	0.0%	2.4%
WORKFORC	E PARITY %	100.2	4.8	95.4	3.8	72.1	0.4	12.8	0.5	9.0	0.1	1.4
WORKFORCE NOS.		42	1	41	1	30	0	4	0	6	0	1
WORKFORC	E PARITY NOS.		2.0	40.1	1.6	30.3	0.2	5.4	0.2	3.8	0.0	0.6
NET UTILIZA	TION (+/-)		-1.0	0.9	-0.6	-0.3	-0.2	-1.4	-0.2	2.2	0.0	0.4
REVIOUS U	JTILIZATION*		-1.0	0.9	-0.1	-0.7	-0.7	0.2	-0.2	1.0	0.0	0.4
* Enter line E fro	om previous filing											
Ġ0	PREVIOUS PLAN GOALS	2	1	1	0	1	1	0	0	0	0	0
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	1	0	0
H	CURRENT PLAN GOALS	2	1	1	1	0	0	1	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTIC	CURRENT PLAN PROMOTIONS	2	0	2	0	1	0	0	0	1	0	0
PROI	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0
٠. ٢ × و	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
4 2 M a	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

NOTE: Collective Goal for WF established

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO5 - TECHNICAL PARAPROFESSIONAL	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAN	NHNPI*	Ì
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100.0%	41.2%	58.8%	23.5%	29.4%	0.0%	11.8%	17.6%	5.9%	0.0%	11.8%	Δ
WORKFORC	E PARITY %	100.0	28.1	71.9	19.9	48.5	4.3	12.7	2.6	7.9	1.5	2.7	B
WORKFORC	E NOS.	17	7	10	4	5	0	2	3	1	0	2	C
WORKFORC	WORKFORCE PARITY NOS.		4.8	12.2	3.4	8.2	0.7	2.2	0.4	1.3	0.3	0.5	
NET UTILIZATION (+/-)			2.2	-2.2	0.6	-3.2	-0.7	-0.2	2.6	-0.3	-0.3	1.5	E
PREVIOUS U			2.3	-2.3	0.7	-3.2	-0.8	-0.2	2.6	-0.3	-0.2	1.5	F
*** Enter line E fro	om previous filing												
RING GO,	PREVIOUS PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	ŀ
	CURRENT PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	ر[
MOTIC	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	ŀ
PROF	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
۵ × ۲ ۰۵	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
5 5 5	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	c

NOTE: Collective goal established for HF

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO6 - SKILLED CRAFT WORKERS	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	то	TAL	WI	HITE	BL	ACK	HISPANIC		AAIANHNPI*		
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE	E %	100.0%	91.7%	8.3%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
WORKFORCE	E PARITY %	100.0	97.6	2.4	72.7	1.7	10.6	0.3	12.2	0.4	2.2	0.1	
WORKFORCE	E NOS.	12	11	1	11	1	0	0	0	0	0	0	
WORKFORCE PARITY NOS.			11.7	0.3	8.7	0.2	1.3	0.0	1.5	0.0	0.3	0.0	
NET UTILIZA	TION (+/-)		-0.7	0.7	2.3	0.8	-1.3	0.0	-1.5	0.0	-0.3	0.0	
PREVIOUS U	ITILIZATION		-0.7	0.7	2.1	0.8	-1.2	0.0	-1.4	-0.1	-0.3	0.0	
** Enter line E fro	m previous filing												1
9	PREVIOUS PLAN GOALS	2	2	0	0	0	1	0	1	0	0	0	
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	
H	CURRENT PLAN GOALS	3	3	0	0	0	1	0	2	0	0	0	
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
MOTIC	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0	
PROF	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	
4 2 5 0 E	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	PROTECTIVE SERVICE	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES		

		GRAND	WI	HITE	WI	HITE	BL	ACK	HISPANIC		AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	88.9%	11.1%	38.9%	5.6%	22.2%	5.6%	27.8%	0.0%	0.0%	0.0%
WORKFORC	E PARITY %	100.0	82.3	17.7	62.2	9.4	11.8	3.4	7.3	4.4	1.0	0.5
WORKFORC	E NOS.	18	16	2	7	1	4	1	5	0	0	0
WORKFORCE PARITY NOS.			14.8	3.2	11.2	1.7	2.1	0.6	1.3	0.8	0.2	0.1
NET UTILIZA	TION (+/-)		1.2	-1.2	-4.2	-0.7	1.9	0.4	3.7	-0.8	-0.2	-0.1
PREVIOUS U	JTILIZATION		1.2	-1.2	-3.9	-0.7	2.0	0.3	3.3	-0.6	-0.2	-0.1
** Enter line E fro	om previous filing											
CUR	PREVIOUS PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTIC	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROI	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
ر م ۲ ۲ ۷	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
٣ م 8 م م	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO7 - SERVICE/MAINTENANCE	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	ALL TITLES EXCEPT CUSTODIANS		

		GRAND	D TOTAL		WI	HITE	BLA	ACK	HISP	ANIC	AAIAI	NHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	1
WORKFORC	E %	100.0%	95.0%	5.0%	80.0%	2.5%	7.5%	0.0%	7.5%	2.5%	0.0%	0.0%],
WORKFORC	E PARITY %	100.0	90.5	9.5	65.9	6.3	9.3	0.3	13.6	2.8	1.8	0.1	J
WORKFORC	E NOS.	40	38	2	32	1	3	0	3	1	0	0	
WORKFORCE PARITY NOS.			36.2	3.8	26.4	2.5	3.7	0.1	5.4	1.1	0.7	0.0	_[
NET UTILIZA	TION (+/-)		1.8	-1.8	5.6	-1.5	-0.7	-0.1	-2.4	-0.1	-0.7	0.0	E
PREVIOUS U			3.3	-3.3	6.0	-1.7	0.3	-0.2	-2.3	-1.5	-0.7	0.0	F
*** Enter line E fro	om previous filing												
DALS	PREVIOUS PLAN GOALS	5	2	3	0	1	0	0	1	2	1	0	ď
HIRING GOALS	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	ŀ
HRI	CURRENT PLAN GOALS	4	3	1	0	1	1	0	1	0	1	0	ı
NAL	PREVIOUS PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0	ر[
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	3	2	1	2	0	0	0	0	1	0	0	ŀ
PROF	CURRENT PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0	L
													1
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	r
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	ľ
5 0 ≥ 0	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY:	CCSU	REPORTING DATE:	7/31/2017
CATEGORY OR CLASS:	EEO 7 - SERVICE/MAINTENANCE	LABOR MARKET AREA:	HARTFORD COUNTY
POSITION CLASSIFICATION (25+):	CUSTODIANS		

		GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORC	E %	100.0%	66.7%	33.3%	44.4%	22.2%	3.7%	0.0%	18.5%	11.1%	0.0%	0.0%
WORKFORC	E PARITY %	100.0	71.6	28.4	37.4	10.5	12.1	6.4	19.8	10.8	2.5	0.7
WORKFORC	E NOS.	27	18	9	12	6	1	0	5	3	0	0
WORKFORC	E PARITY NOS.		19.3 7.7 10.1 2.8 3.3 1.7 5.3	2.9	0.7	0.2						
NET UTILIZA	TION (+/-)		-1.3	1.3	1.9	3.2	-2.3	-1.7	-0.3	0.1	-0.7	-0.2
PREVIOUS U	JTILIZATION		-2.2	2.2	1.8	3.5	-2.6	-1.7	-0.7	0.4	-0.8	-0.2
** Enter line E fro	om previous filing											
SALS	PREVIOUS PLAN GOALS	7	5	2	0	0	3	2	1	0	1	0
HIRING GOALS	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0
HIRI	CURRENT PLAN GOALS	6	4	2	0	0	2	2	1	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
MOTIC	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
PROP	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD CAREER MOBILIT GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

NOTE: Collective Goal Set for HM

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