AFFIRMATIVE ACTION PLAN

Submitted: August 31, 2021

Joseph Bertolino President

STATE OF CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY

Southern Connecticut State University (National, Statewide, and Local Labor Market Areas)

Commission Meeting Date	January 13, 2021
Previous A.A. Plan Status/Date	APPROVED / November 13, 2019
A.A. Plan Filing Date	October 15, 2020 - 45-day extension of August 30, 2019 filing date
Date A.A. Plan Received	October 5, 2020
90-Day Expiration Date	January 13, 2021
Filing Status	Annual
Date(s) Analyst Reviewed A.A. Plan	January 4-7, 2021
Date(s) of On-Site Review	N/A
Next Filing Date	August 30, 2021
RECOMMENDATION:	
() Conditionally Approved	(X) Retain Annual Filing () Retain Biennial Filing Status () Semi-Annual Filing Status
We have reviewed the summary and concern a	ur with the recommended finding.

EXECUTIVE SUMMARY OF REVIEW AND RECOMMENDATIONS

AGENCY: Southern Connecticut State University

AGENCY APPOINTING AUTHORITY: Joseph Bertolina, EdD

AFFIRMATIVE ACTION PERSON: Paula Rice, Director of the Office of Diversity & Equity Programs

INTRODUCTION:

Southern Connecticut State University is located in New Haven. The proposed affirmative action plan covers the reporting period of May 1, 2019 through April 30, 2020 and was filed timely. The previous submission was filed timely and was approved by the Commission on November 13, 2019.

RECOMMENDATION:

That the proposed affirmative action plan for Southern Connecticut State University be APPROVED.

SECTION 46a-68-102. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals during the plan period; or
 - (3) the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so; and
 - (4) the agency has substantially addressed deficiencies noted by the Commission on Human Rights and Opportunities.

JUSTIFICATION FOR THE RECOMMENDATION:

That Southern Connecticut State University's proposed affirmative action plan be approved based on compliance with Sections 46a-68-102(a), (b)(3), and (b)(4) of the regulations. Specifically:

SECTION 46a-68-102(a)

The proposed affirmative action plan contains all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.

SECTION 46a-68-102(b)(1)

The work force considered as a whole and by occupational category is not at parity with the relevant labor market area. The race/sex ratios of the agency employees are not equivalent to those generally available in the appropriate labor markets.

SECTION 46a-68-102(b)(2)

The agency has not met all or substantially all of its hiring and program goals. Promotion goals were substantially met (see attached charts).

An analysis of the agency's hires during the twelve-month reporting period indicates that in the areas where hires occurred the agency met:

26 out of 64 possible total goals or 40.6%

In addition,

12 out of 16 possible promotion goals were met or 75% 1 out of 2 possible program goals were met or 50%

SECTION 46a-68-102(b)(3)

Southern Connecticut State University has demonstrated good faith effort to achieve its goals. This is evidenced by the following personnel activity:

Southern Connecticut State University's affirmative action plan Section 46a-68-90 Goals Analysis analyzes the hiring, promotion, and program goals that were established in the prior affirmative action plan. Each goal has been separately addressed and the discussion of action taken, thereof, is detailed and complete. These explanations were thoroughly reviewed and are in compliance with the Affirmative Action Regulations.

SECTION 46a-68-102(b)(4)

Southern Connecticut State University's previous plan had no deficient elements, therefore, the agency is in compliance with the (b)(4) standard.

SECTION 46a-68-108. Letter of Commitment

Southern Connecticut State University did not have any deficiency in the prior plan, therefore, a Letter of Commitment was not required.

SUMMARY OF DEFICIENCIES / WEAKNESSES:

No section is deficient or weak in the proposed affirmative action plan.

ADDITIONAL MANDATED REPORTING

Diversity Training

Southern Connecticut State University is in compliance with the Diversity Training requirements of the statute.

Contract Compliance

Southern Connecticut State University has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

Prior Fiscal Year: 2018 / 2019

	<u>SBE</u>	MBE
Goals:	\$1,839,599.00	\$459,900.00
Achievement:	\$3,947,772.00	\$678,596.00
Percentage:	215.00%	147.00%

Current Fiscal Year: 2019 / 2020 with _4_ quarters reporting.

	SBE	MBE
Goals:	\$2,479,919.00	\$619,979.00
Achievement:	\$4,314,368.00	\$908,188.00
Percentage:	174.00%	146.50%

HIRING GOALS ANALYSIS

REPORTING PERIOD BEGINNING May 1, 2019 THROUGH April 30, 2020

Page 1

00011047101141	A 11 12 45 55	100 A 100 PT 100 PT 14	111556	0011
OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	HIRES	GOAL ACHIEVEMENT
Executive / Administrative / Managerial	1 1 1	WF HM HF OF	**1 WF	1-1
<u>Faculty</u> Professor	2	HF	0	
Associate Professor	1	ВМ	1 WM 1 BF 1 OF	0-1
Assistant Professor	2 3 2 2 2	WM WF BF HM HF	2 WM 8 WF 3 OM 2 OF	5-11
Coaches	1 1 1 1	BM BF HM OM OF	1 HM 1 WM 1 WF	1-3
Professional	4 8 5 4 1 7	WM BF HM HF OM OF	4 WM 2 BF 3 HF 1 OM 13 WF 2 BM	10-25
Secretarial / Clerical	4 1 2	WF HM HF	1 WF	1-1

^{**} HIRING GOAL MET BY PROMOTION

HIRING GOALS ANALYSIS

REPORTING PERIOD BEGINNING May 1, 2019 THROUGH April 30, 2020

Page 2

OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	HIRES	GOAL ACHIEVEMENT
Secretary 2	1	WM HF	2 HF 6 WF 1 BF	1-2
Office Assistant	6	WF	1 WM 1 BF 1 HF	0-3
Technical / Paraprofessional	1	WF HF	1 WF	1-1
Skilled Craft	2 3 2 1	BF HM HF OM	1 WM 1 BM	0-2
Service / Maintenance	1 1	BM HM	**1 HM	1-1
Custodian	8 4 3 1	WF HM HF OF	1 WF 2 HM 2 OF 2 WM 3 BM 1 OM	4-11
Protective Service	1 1 1	WM BM BF HF	1 BM 1 HM	1-2

^{**} HIRING GOAL MET BY PROMOTION

PROMOTION GOALS ANALYSIS

REPORTING PERIOD BEGINNING May 1, 2019 THROUGH April 30, 2020

Page 1

OCCUPATIONAL CATEGORY	NUMBER OF GOALS	RACE/SEX	PROMOTIONS	GOAL ACHIEVEMENT
Executive / Administrative / Managerial	0	-	1 WM **1 WF	
<u>Faculty</u> Professor	12 3 1 2	WF BF HM HF	5 WF	5-6
Associate Professor	2 3 2	WF BM OF	8 WF 1 BM 2 OF 7 WM 1 BF 1 OM	5-7
Secretarial / Clerical	2	WF HF	1 HF	1-1
Secretary 2	0		1 BM 1 BF	
Office Assistant	2	WF	0	
Skilled Craft	0		2 WM	
Service / Maintenance	1	WM WF	1 WM 2 (**1) HM 1 HF	1-2

FORM 38A

Category:
Titles:

AII WORKFORCE ANALYSIS

Date:

April 30, 2020

Category or Class V. TECHIPARAPROFESSIONAL II. FACULTY Change +/-Total VII. PROTECTIVE SERVICES VI. SKILLED CRAFTS IV. SECRETARIAL/CLERICAL III. PROF./NON FACULTY VII. MAINTENANCE 4/2019 AA Plan . EXECUTIVE **Grand Total** 928 927 236 422 30 82 25 28 95 <u>.</u> မာ Total Male 100.0% 50.2% 63.3% 47.90% 33.3% 13.7% 41.1% 65.9% 84.0% 212 453 4 54 21 28 ည် دے 97 6 9 Total Female 62.10% 34.1% 16.0% 0.0% 86.3% 58.9% 139 49.8% 210 46.7% 4 475 483 8 23 28 0 6 White Male 38.9% 29.7% 43.3% 25.6% 82.1% 44.0% 10.5% 315 164 335 <u>=</u> 5 70 21 23 갋 -20 White Female 37.43% 38.6% 44.4% 48.7% 40.0% 48.4% 163 12.0% 115 342 347 4.9% 0.0% 46 12 0 Black Maie 7.44% 30.6% 14.3% 0.0% 3.2% 6.8% 3.8% 3.3% 16.0% 6 16 25 2 69 0 Black Female 27.4% 6.80% 14.6% 0.0% 11.1% 6.7% 4.0% 4.2% 2.6% ≐ 5 65 12 26 65 0 Hispanic Male 0.0% 24.0% 2.59% 0.0% 1.7% 1.7% 3.6% 0.0% 7.3% 23 24 Ø 0 0 Hispanic Female 3.99% 0.0% 1.9% 0.0% 12.2% 0.0% 0.0% 9.5% 4.2% ω 37 6 0 0 9 6 AAIANHNPI Maie 3.86% 2.4% 0.0% 0.0% 0.0% 0.0% 3.0% 5.9% 6.7% 25 36 0 32 0 О 0 N AAIANHNPI Female 3.86% 11.1% 8.8% 2.4% 0.0% 0.0% 1.1% 1.7% 2,00% 22 မ္တ ω 0 0 N 12

10/5/2020

FIVE YEAR HISTORY

FILING DATE	COMMISSION MEETING DATE	STAFF RECOMMENDATION	COMMISSION VOTE
08/30/2019	11/13/2019	Approved	Approved
08/30/2018	11/14/2018	Approved	Approved
08/30/2017	11/08/2017	Conditionally Approved	Conditionally Approved
08/30/2016	11/09/2016	Approved	Approved
08/30/2015	11/18/2015	Approved	Approved

State of Connecticut



Commission on Human Rights and Opportunities

Central Office - 450 Columbus Blvd Ste 2, Hartford CT 06103

Promoting Equality and Justice for all People

PROPOSED AFFIRMATIVE ACTION PLAN

Southern Connecticut State University AGENCY

REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

INTRODUCTION

SECTION 46a-68-102. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-78 through 46a-68-94, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals during the reporting period; or
 - (3) the agency has demonstrated every good faith effort to achieve such goals and, despite these efforts, has been unable to do so; and
 - (4) the agency has substantially addressed deficiencies noted by the Commission on Human Rights and Opportunities.

SECTION 46a-68-103. PLAN REVIEW AND ANALYSIS

As part of the review process, a written evaluation of the plan shall be prepared by Commission on Human Rights and Opportunities staff. Such evaluation shall:

- assess the degree of procedural compliance with Regulations of CT State Agencies
- 2. identify and comment upon the deficiencies and weaknesses of the plan;
- 3. appraise the performance and effort of the agency in meeting its goals;
- 4. evaluate the effectiveness of the affirmative action program; and
- 5. suggest remedial action in addition to or in lieu of that proposed in the plan to achieve a balanced workforce and eliminate discriminatory practices.

SECTION 46a-68-78. Policy Statement
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
This section is DeficientWeak X In Compliance
SECTION 46a-68-79. Internal Communication
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
This section is DeficientWeak X In Compliance
SECTION 46a-68-80. External Communication and Recruitment Strategies
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
This section is DeficientWeakX In Compliance
SECTION 46a-68-81. Assignment of Responsibility and Monitoring
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
This section is DeficientWeakX In Compliance

SECTION 46a-68-82. Orga	nizational Analysis			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	In Compliance
SECTION 46a-68-83. Work	<u>c Force Analysis</u>			
PREVIOUS SUBMISSION:				
This section was in complian	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	_In Compliance
SECTION 46a-68-84. Avail	ability Analysis			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing,			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	_In Compliance
SECTION 46a-68-85. Utiliz	ation Analysis and Hirin	ng and Prom	otion G	<u>oals</u>
PREVIOUS SUBMISSION:				
This section was in complian	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Χ	_ In Compliance

SECTION 46a-68-86. Employment Analyses				
PREVIOUS SUBMISSION:				
This section was weak in the	e prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	In Compliance
SECTION 46a-68-87. Ident	ification of Problem Are	eas_		
PREVIOUS SUBMISSION:				
This section was in complian	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	X	In Compliance
SECTION 46a-68-88. Prog	ram Goals			
PREVIOUS SUBMISSION:				
This section was in compliance in the prior filing.				
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Χ	In Compliance
SECTION 46a-68-89. Disci	rimination Complaint Pr	ocess		
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	X	In Compliance
PROPOSALS/RECOMMENDATIONS:				
If the internal complaints 90 day timeframe is going to be exceeded, then the complainant needs to be again informed of the timeframes for filing with the Commission on Human Rights and Opportunities, EEOC, etc.				

SECTION 46a-68-90. Goa	ls Analysis			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Χ	_In Compliance
PROPOSALS/RECOMMEN	IDATIONS:			
Future filings should avoid "enthusiasm", "few", "extended years of experience, number that it is not as a second of the second	sive", "exceptional", in			
SECTION 46a-68-91. Upw	ard Mobility			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	_In Compliance
SECTION 46a-68-93. Inno	vative Programs			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	_In Compliance
PROPOSALS/RECOMMEN	IDATIONS:			
The EAP program is not an i	innovative program for S	Southern Co	nnecticu	t State University

The EAP program is not an innovative program for Southern Connecticut State University. This program is available to all state employees.

oncluding Statement
(

PREVIOUS SUBMISSION:

This section was in compliance in the prior filing.

PRESENT SUBMISSION:

This section is	Deficient _	Weak	X	In Comp	oliance
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CONCLUSION:

The proposed affirmative action plan submitted by Southern Connecticut State University for the filing date of October 15, 2020 - 45-day extension of the August 30, 2020 filing date. for has been voted APPROVED.

1. Policy Statement Section 46a-68-78



POLICY STATEMENT

It is the intellectual and moral responsibility, but more importantly, the POLICY of the leadership of the Connecticut State Colleges & Universities (CSCU), to advance social justice and equity by exercising affirmative action and upward mobility. Accordingly, Southern Connecticut State University as a constituent unit of the CSCU, through this plan of affirmative action, will, with conviction and effort, undertake positively to overcome the present effect of past practices, policies, or barriers to equal employment opportunity, and to achieve the full and fair participation of women, African Americans, Hispanics, and any other protected groups found to be underutilized in the workforce or adversely impacted by system policies or practices.

Equal employment opportunity, a distinctly different matter, is employment of individuals without consideration of age; ancestry; color; gender identity or expression; genetic information; learning disability; marital status; past or present history of a mental disability; intellectual disability; national origin; physical disability (including blindness); race; religious creed; sex, including pregnancy, sexual harassment and sexual assault; sexual orientation; veteran's status; criminal record (in state employment) and genetic information unless the provisions of Section 46a-60(b), 46a-80(b), or 46a-81(b), of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal employment opportunity is the purpose and goal of affirmative action under Section 46a-68-75 through 46a-68-114.

As president of Southern Connecticut State University, I pledge to take every good faith effort to realize our goals within the timetables set forth in this plan and as required by pertinent state and federal legislation, detailed in the pages which follow.

Appended to this Policy Statement, and incorporated by reference, is listed Federal and State constitutional provisions, laws, regulations, guidelines, and executive orders prohibiting or outlawing discrimination, identifying classes of protected persons.

Clearly, affirmative action and equal employment opportunity are immediate and necessary agency objectives for Southern Connecticut State University. We shall affirmatively provide services and programs in a fair and impartial manner. Southern ensures that affirmative action principles and practices are followed in each step of the employment process. The role of affirmative action in each step of the employment process is outlined in further detail in the body of the affirmative action plan.

The role of the diversity and equity programs office:

- It reviews its personnel policies and procedures to ensure that barriers which unnecessarily exclude protected classes, and practices which have an illegal discriminatory impact, are identified and eliminated.
- It explores alternative approaches wherever personnel practices have a negative impact on protected groups.
- It establishes procedures for the extra effort that may be necessary to assure that the recruitment and hiring of protected group members reflect their availability in the job market.
- It administers all terms, conditions, privileges and benefits of employment in an equitable manner.
- It provides sign-off rights to the executive assistant to the president for Diversity and Equity Programs at each step of the employment process.

We also recognize the hiring difficulties experienced by the physically disabled and many older persons, and will undertake measures to overcome the present effects of underutilization of such persons in the workforce.

All executive, administrative, and supervisory personnel are expected to discharge their affirmative action responsibilities, in word and deed, consistent with this agency's objective of establishing and implementing affirmative action and equal employment opportunity. All employees have the right to review and comment on the Affirmative Action Plan. A copy will be kept in Office of Diversity & Equity Programs and in the library.

The person responsible for overseeing affirmative action and equal employment opportunity is Paula Rice, Director of the Office of Diversity and Equity Programs at Southern Connecticut State University, 501 Crescent Street, Hilton C. Buley Library, Room 240, New Haven, Connecticut 06515, telephone number (203) 392-5568.

This policy of nondiscrimination will not be limited to employment practices but will extend, as well, to services and programs provided by the University.

Joseph Bertolino, Ed.D

President

8-30-2

Date



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Joseph Bertolino, Ed.D

President

10-1-2020

Date

Southern CT State University Policies

Continuing Notice of Nondiscrimination

Southern Connecticut State University does not discriminate on the basis of age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disorder; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, transgender status, sexual harassment and sexual assault; sexual orientation; veteran status; or any other status protected by federal or state laws. The following person has been designated to handle inquiries regarding the non-discrimination policies: Paula Rice, Director/Title IX Coordinator, Office of Diversity & Equity Programs, 501 Crescent Street, BU 240, New Haven, CT 06515, (203)392-5568, ricep1@southernct.edu.

Policy Statement on Pluralism

Southern Connecticut State University adopted a policy statement on pluralism which forbids acts of violence or harassment reflecting bias or intolerance based on an individual's race, religious creed, gender, sexual orientation, disability, and ethnic or cultural origin. The University has also adopted procedures for investigating complaints of acts of intolerance brought by students or staff.

Southern Connecticut State University endorses the Connecticut State University Policy Regarding Racism and Acts of Intolerance. That policy is:

The Connecticut State University declares:

Institutions within the Connecticut State University have a duty to foster tolerance;

The promotion of racial, religious, and ethnic pluralism within the University is the responsibility of all individuals within the University community:

Every person within the University community should be treated with dignity and assured security and equality;

Individuals may not exercise personal freedom in ways that invade or violate the rights of others;

Acts of violence and harassment reflecting bias or intolerance of race, religious creed, gender, sexual orientation, disability, and ethnic or cultural origins are unacceptable;

and

The University shall take appropriate corrective action if such acts of violence or harassment occur.

Anyone who has a complaint alleging an act of violence or harassment based on race, religious creed, gender, sexual orientation, disability, or ethnic or cultural origin should contact the Office for Diversity and Equity Programs at Buley Library, Room 207, (203) 392-5568.

Policy Regarding Persons With Disabilities

Southern Connecticut State University affirms its policy of nondiscrimination against all persons protected by all state and federal laws, regulations and executive orders. This policy of nondiscrimination commits Southern Connecticut State University (SCSU) to achieving equal employment opportunity and full participation for employees with disabilities. No qualified person shall be excluded from consideration for employment, participation in any university program or activity, be denied the benefits of any university program or activity, or otherwise be subjected to discrimination with regard to any program or activity. This policy derives from SCSU's commitment to nondiscrimination for all persons in employment, academic programs, and access to facilities, programs, activities and services.

Existing barriers, whether physical, programmatic or attitudinal must be addressed. A person with a disability must be afforded equal employment opportunity as outlined in federal law, specifically the Rehabilitation Act of 1973 including section 504 and the Americans with Disabilities Act of 1990, as well as specific state laws on nondiscrimination found in the Connecticut General Statues and State Executive Orders 18, 11 and 9.

The ADA requires reasonable accommodations in all aspects of the employment process including application, performance of duties and benefits and privileges of employment. SCSU's efforts to accommodate people with disabilities must be measured against the goal of full participation and integration. Services and programs to promote these benefits for people with disabilities shall complement and support, but not duplicate, the university's regular services and programs. In keeping with SCSU's commitment to equal employment opportunity, the university will make reasonable accommodations for the known physical and mental limitations of otherwise qualified applicants and employees within the provisions of the prevailing state and federal statutes.

An employee with a disability seeking a reasonable accommodation should contact the Office of Diversity and Equity Programs at (203) 392-5491 to determine the appropriate process for review of the request.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of all of the university departments, offices and personnel. The university shall periodically review its compliance with this policy as part of its commitment to nondiscrimination.

Discrimination and Sexual Harassment Prevention Policy Statement

It is the policy of Southern Connecticut State University does not discriminate on the basis of age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disorder; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, transgender status, sexual harassment and sexual assault; sexual orientation; veteran status; or any other status protected by federal or state laws. Discrimination includes harassment on any basis mentioned above, and sexual harassment as defined in the Connecticut General Statutes, U.S. EEOC Guidelines of Sexual Harassment, and in Title IX of the Higher Education Amendments of 1972. Discrimination or harassment will not be tolerated at Southern Connecticut State University, whether by faculty, students or staff, or by others while on property owned by or under the control of the University.

The purpose of this policy is to help prevent acts of discrimination/harassment and to offer students and employees who believe they have experienced discrimination or harassment a means to promptly redress any such claim. The University's goal is to end the discrimination or harassment and promote a learning and working environment free of discrimination and harassment.

Any employee, student, or applicant for employment or admission to the University, who believes that he or she has been discriminated against or harassed as defined by this policy may file a complaint by following the Procedures for Discrimination and Harassment Complaints available at SouthernCT.edu/diversityequity. Inquiries regarding the university's compliance with state and federal laws regarding discrimination may be directed to the Director/Title IX Coordinator in the Office of Diversity and Equity Programs at (203) 392-5568 at Southern Connecticut State University; the Commission of Human Rights and Opportunities, West Central Region Office, 55 West Main St., Suite 210, Waterbury, CT 07602 (203) 803-6530; or the Office of Civil Rights, United States Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, (617) 289-0111, ocr.boston@ed.gov.

Policy and Procedures Governing Sexual Harassment

Section 1. Purpose

Southern Connecticut State University reaffirms and emphasizes its commitment to maintain a workplace and educational environment free from sexual harassment. Sexual harassment is reprehensible and subverts the mission of the university and will not be tolerated at Southern Connecticut State University. It threatens the careers of faculty and staff, and the educational experience of our students. The purpose of this policy is to prevent sexual harassment and to offer students and employees who believe they have been sexually harassed a means to redress any such claim with the goal of ending the harassment and providing an environment conducive to learning and working. Retaliation against an individual who complains about sexual harassment or who cooperates with an investigation of a complaint is unlawful and, if found to have occurred, will not be tolerated by the University.

Section 2. Statutory Authority

Sexual harassment is prohibited by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 46a-60 of the General Statutes of Connecticut and University policy. It is the intention of the University to take whatever appropriate action may be needed to prevent, correct, and if necessary, discipline behavior that violates this policy.

Section 3. Policy Statement

All members of the University community shall conduct themselves in an appropriate manner with concern, dignity and respect for others. The University community includes students, employees, and non-employees when they conduct business on University property.

Sexual harassment may occur between employee and employee, employee and student, or student and student. Complaints of sexual harassment within the University will be taken seriously and investigated. Any member of the University community who violates this policy is subject to the full range of disciplinary action. Sexual harassment in some instances need not be intentional to violate this policy.

In the event of a charge of sexual harassment, a defense based upon consent when the facts establish an employee/student or supervisor/employee relationship existed will be given little weight. Since any significant power differential between members of the University community makes voluntary consent questionable, members of the faculty and staff are expected to be aware of their professional responsibilities and avoid apparent or actual conflict of interest.

An individual with a complaint concerning sexual harassment has a right to be heard. By means of these procedures, the university provides an opportunity for an individual (Complainant), without

fear of retaliation, to express a complaint and to seek a prompt and equitable resolution while protecting the rights of the person against whom the complaint has been filed (Respondent). These procedures shall be available to any person who, at the time of the act complained of, was an employee, student, or applicant for employment or admission to the University.

Section 4. Definition of Sexual Harassment

"Any unwelcomed sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or affect of substantially interfering with an individual's work or academic performance or creating an intimidating hostile or offensive working environment." In an academic setting sexual harassment would also include any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when submission to or rejection of such conduct by an individual might affect academic or personnel decisions that are subject to the influence of the person making the proposal.

The law currently recognizes two forms of sexual harassment:

Quid Pro Quo

Unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic work or employment; or Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting such individuals; and

Hostile Environment

Such contact affects or interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive academic or working environment. Hostile environment sexual harassment involves speech or conduct that is directed at someone because of their gender and/or is conduct of a sexual nature. Such speech or conduct includes but is not limited to unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

Such speech or conduct is reasonably regarded as offensive and substantially impairs the academic or work opportunity of students, colleagues or co-workers. In all contexts it must also be persistent and/or pervasive. This policy shall not be interpreted so as to constitute interference with academic freedom.

In addition, this policy covers:

Gender Harassment

Gender harassment is a form of sexual harassment which consists of discriminatory behavior towards an individual based on gender. It includes the use of sexist language, illustrations, examples and

gestures that demonstrate discriminatory behavior. Sexually-related conduct forms the basis of a sexual harassment claim if a reasonable person of the same gender would consider the actions sufficient to interfere unreasonably with the academic and/or employment performance of the Complainant.

Section 5. Examples of Possible Sexual Harassment

When any unwanted, unwelcome, or unsolicited sexual conduct is imposed on a person who regards it as offensive or undesirable, it may be sexual harassment. Sexual harassment may include but is not limited to:

Direct unwanted propositions of a sexual nature; Direct or implied threats that submission to sexual advances is a condition of employment, promotion or advancement in grades, letters of recommendation, scholarships or any related matter; A pattern of conduct intentionally intended and/or which has the effect of humiliating another that includes examples of the following; comments of a sexual nature; sexually explicit statements, questions, anecdotes, jokes, pictures, or other written materials; A pattern of conduct that would humiliate another (using the reasonable person standard) which would include the following: unnecessary touching, patting, hugging, or brushing against another's body, remarks of a sexual nature about a person's clothing or body, or remarks about sexual activity or speculations about sexual experiences.

Section 6. Confidentiality

The University is committed to take corrective action when it becomes aware of a problem involving sexual harassment. Individuals are strongly encouraged to come forward with complaints regarding sexual harassment and to seek assistance from University officials. The University cannot insure confidentiality upon receipt of a complaint of sexual harassment; however, dissemination of information relating to the case should be limited, in order that the privacy of all individuals involved is safeguarded as fully as possible to the extent permitted by law. The University will enforce compliance with the non-retaliation provision of this policy. The University may proceed to investigate a complaint without the consent of the individual who originally filed the complaint.

The University Counseling Service and the Women's Center are available to provide assistance and guidance to individuals who have complaints about sexual harassment. An individual who comes to a member of the staff or counselor with a concern regarding alleged sexual harassment will be encouraged to file a sexual harassment complaint. However, the counselor will to the extent permitted by law, upon the individual's request, maintain the confidentiality of the information provided to the counselor.

Section 7. Complaint Procedures

A complaint alleging a violation of this policy should be filed following the university Procedures for discrimination and Harassment Complaints.

Section 8. Retaliation

Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community because he/she reported sexual harassment, assisted in the investigation of a sexual harassment complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of sexual harassment within the University. Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment.

Section 9. Alternative Legal Remedies

Nothing contained in the Policy is intended to deny any member of the University community the right to pursue other avenues of recourse in the event he/she believes that he/she has experienced sexual harassment. Such recourse may include filing charges with a state or federal enforcement agency, or initiating civil or criminal action under state and federal law.

Section 10. Dissemination of Policy

This Policy shall be conspicuously posted throughout each school building in areas accessible to students, faculty and staff members. This policy shall appear in the student handbook and the Faculty Resource Guide and shall be reviewed periodically for compliance with state and federal law.

FOR FURTHER INFORMATION ABOUT THIS POLICY OR FOR HELP WITH A SEXUAL HARASSMENT PROBLEM, CONSULT - The Director, Office of Diversity and Equity Programs, Paula Rice, Buley Library 226, (203) 392-5568.

For more general information, you may contact the Connecticut Commission on Human Rights and Opportunities, 21 Grand Street, Hartford, CT 06106; (860) 541-3400, the Equal Employment Opportunity Commission, One Congress Street, 10th Floor, Suite 1001, Boston, Massachusetts, 02114; (800) 669-4000, (617) 565-3200 or the Department of Education, Boston Office, Office of Civil Rights, Room 222, J W McCormack Building, Post Office and Court House, Boston, MA 02109; (617) 223-9662.

The policy will include an appendix with names and addresses of university officials, student counseling, Women's Center, etc. that can be changed as needed.

CSCU System Policies

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

regarding

Consensual Relationships Policy November 21, 2013

- WHEREAS, All employees with managerial, supervisory, or evaluative responsibilities for students or other employees carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission; and
- WHEREAS, Because of the inherent imbalance of power and need for trust, all employees with evaluative or supervisory authority over students and employees should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between employees, or between an employee and a student; and
- WHEREAS, Consensual relationships can create real conflicts of interest and appearances of impropriety that can impair the integrity of academic and employment decisions and pose special risks between individuals in inherently unequal positions of power, such as students and teachers or supervisors and employees; and
- WHEREAS, Although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges; therefore be it
- RESOLVED, That the Board of Regents rescinds the following policy, "Connecticut State University System Policy Regarding Consensual Relationships" adopted pursuant to BR#05-13; and be it
- RESOLVED, That the Board of Regents adopts the attached policy regarding "Policy regarding Consensual Relationships" applicable to all Connecticut State Colleges and Universities effective immediately, and that a copy thereof shall be disseminated annually to all employees.

A True Copy:

Erin A. Fitzgerald, Secretary of the

CT Board of Regents for Higher Education

Board of Regents for Higher Education Connecticut State Colleges and Universities

Policy on Consensual Relationships

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities' respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Policy

Prohibited

Between employee and student: Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged

Between employee and student: Romantic, dating or sexual relationships between employees and students over whom said employee does *not* have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student's independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference.

Between employee and employee: BOR discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more employees.

In the event of a Sexual Harassment Charge

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit.

Sanctions

All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.

11/21/13

ITEM

The Board of Regents for Higher Education establishes and adopts a policy regarding "Consensual Relationships Policy" that shall be applicable to each of the Connecticut State Colleges and Universities.

BACKGROUND

Although the Connecticut State Universities have had a policy regarding consensual relationships since 2005, the Community Colleges had not adopted such a policy. In unifying the Connecticut State Colleges and Universities, the Board of Regents has directed that the preexisting policies of the successor boards be harmonized and unified. Applying the proposed policy to all of the institutions under the jurisdiction of the BOR achieves that purpose while promoting an important concern of the BOR.

ANALYSIS

Under the Consensual Relationship Policy relationships between employees and students when the employee exercises direct or significant academic, supervisory or evaluative authority or influence over a student are prohibited. All other consensual relationships, such as relationships between students and employees even when there is no supervisory or evaluative relationship, are strongly discouraged. Likewise, employees are strongly discouraged from engaging in consensual relationships with other employees.

If employees and students choose to engage in a consensual relationship, the policy provides for actions steps that must be taken to diminish appearance of impropriety and conflict as well as provides sanctions for violation of the policy. The policy also provides notice to employees that if a sexual harassment claim is filed against an employee due to their workplace relationship, that employee could be held personally liable in a criminal or civil lawsuit.

RECOMMENDATION

That the Board of Regents for Higher Education to adopt and implement the policy regarding "Consensual Relationships."

11/15/13 – Administration Committee 11/21/13 – Board of Regents

Board of Regents for Higher Education Connecticut State Colleges and Universities

Policy Regarding Sexual Misconduct Reporting, Supportive Measures and Processes Policy

STATEMENT OF POLICY

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to ensuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct, including, sexual harassment, sexual assault, intimate partner violence and stalking. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages students, parents, bystanders and employees to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law Respondents will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct.

All CSCU employees and support persons will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined below and employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all CSCU employees are required to immediately communicate to the institution's Title IX Coordinator any disclosure or report of sexual misconduct received from a student as well as communicate any disclosure or report of sexual misconduct the employee received from another employee when misconduct is related to the business of the institution.

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff/faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:

TERMS, USAGE AND STANDARDS

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Consent must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision — indicated clearly by words or actions — to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

Report means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of the institution.

Disclosure is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Sexual misconduct includes engaging in any of the following behaviors:

(a) Sexual harassment, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.
- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent.

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

- (c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:
 - Prostituting another person;
 - Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
 - Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
 - Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
 - Engaging in non-consensual voyeurism;
 - Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
 - Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
 - Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

(d) Intimate partner, domestic and/or dating violence means any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the

general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as "domestic violence" are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the complainant's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.
- (e) *Stalking*, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation. No institution or person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report of complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing related to a report or complaint related to sex discrimination.

CONFIDENTIALITY

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the complainant and

respondent while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling, on campus counseling where available, and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Information provided to a confidential resource by a complainant or respondent cannot be disclosed legally to any other person without consent, except under very limited circumstances, such as an imminent threat of danger to self or others or if the reported complainant is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, she/he must speak with a confidential resource. Each BOR governed college and university will provide a list of such confidential resources in the College or University's geographic region to complainants and respondents as well as publish these resources on-line and in various publications.

Where it is deemed necessary for the institution to take steps to protect the safety of members of the campus community, the institution will seek to act in a manner so as not to compromise the privacy or confidentiality of the either the complainant or respondent to the extent reasonably possible.

MANDATED REPORTING BY COLLEGE AND UNIVERSITY EMPLOYEES

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from a student regardless of the age of the complainant. All employees are also required to communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts employment with the institution or is otherwise related to the business of the institution.

Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, has a reasonable cause to suspect or believe that a person under the age

of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

RIGHTS OF PARTIES

Complainants and respondents will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. Complainants and respondents shall be offered non-disciplinary, non-punitive individualized services as appropriate and available that are designed to restore or preserve equal access to the institution's education program or activity without unreasonably burdening the other party, which may include measures designed to protect the safety of all parties or the institution's educational environment or deter sexual harassment.

When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Information regarding the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

<u>RIGHT TO NOTIFY LAW ENFORCEMENT & SEEK PROTECTIVE AND OTHER ORDERS</u> Complainants and respondents shall be provided written information about her/his right to:

- (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
- obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
 - > standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - > temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - > family violence protective orders.

The institution will also honor lawful protective or temporary restraining orders.

Each and every BOR governed college and university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

<u>OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS</u>

College and university Title IX Coordinators will provide supportive measures to complainants and respondents. These supportive measures may include, but are not limited to, reasonably available options for changing academic situations, including but not limited to extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus transportation and escort services, mutual restrictions on contact between parties, leaves of absence, increased security and monitoring and housing or working situations.

SUPPORT SERVICES CONTACT INFORMATION

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report of sexual misconduct, the Title IX Coordinator shall immediately provide all parties with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services, without fee. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

SEXUAL MISCONDUCT INVESTIGATION AND PROCEDURES

All complaints of sexual misconduct will be reviewed by the college or university Title IX Coordinator who will determine supportive measures and whether the complaint falls within the scope of Title IX. If the institution's Title IX Coordinator determines that the alleged harassment is

- (1) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or,
- (2) implicates an employee of the institution, alleging that the employee conditioned a provision of an aid, benefit, or service upon the complainant's participation in unwelcome sexual conduct; or,

(3) alleges "Sexual assault" as defined in 20 U.S.C. $1092(f)(6)(A)(v)^1$, "dating violence" as defined in 34 U.S.C. $12291(a)(10)^2$, "domestic violence" as defined in 34 U.S.C. $12291(a)(8)^3$, or "stalking" as defined in 34 U.S.C. $12291(a)(30)^4$ as defined in 34 U.S.C. $12291(a)(30)^5$

and

- (4) the alleged harassment occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution; and
- (5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

The Title IX coordinator will initiate the Title IX Process which shall be applicable to students, faculty and staff. The Title IX Process and Procedures are available on-line and through the Office of the Title IX Coordinator.

If the institution's Title IX Coordinator determines that the alleged harassment does not meet the factors above but the alleged misconduct violates BOR Policy, the following procedures apply:

Each party shall have the opportunity to request that an investigation or disciplinary
proceedings begin promptly; that such disciplinary proceedings shall be conducted by an
official trained annually in issues relating to sexual assault, stalking and dating, domestic or
intimate partner violence and shall use the preponderance of the evidence (more likely than

¹ 20 U.S.C. 1092(f)(6)(A)(v), The term "sexual assault" means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

² 34 U.S.C. 12291(a)(10) The term "dating violence" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

³ 34 U.S.C. 12291(a)(8) The term "<u>domestic violence</u>" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or <u>youth</u> victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

⁴ 34 U.S.C. 12291(a)(30) (30) The term "<u>stalking</u>" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

⁵ 34 U.S.C. 12291(a)(30) (30) The term "<u>stalking</u>" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

- not) standard in accordance with State law in making a determination concerning sexual assault, stalking or domestic/dating/intimate partner violence.
- Both the complainant and respondent are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled and provided such an advisor or support person may not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct and each party shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.
- Both parties are entitled to be provided at the same time written notice of the results of any disciplinary proceeding, normally within one (1) business day after the conclusion of such proceeding, which notice shall include the following: the name of the respondent the violation committed, if any, and any sanction imposed upon the respondent. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The complainant shall have the same right to request a review of the decision of any disciplinary proceeding in the same manner and on the same basis as shall the respondent; however, in such cases, if a review by any complainant is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. Both the complainant and respondent are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent shall be notified that the matter shall be closed.

Employee sexual misconduct not subject to Title IX is subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

REVIEW AND AUDIT

The Title IX Coordinator will report to the President of the institution on a regular basis all findings on reported sexual misconduct matters. The Title IX Coordinator shall include within its annual Connecticut General Statute 10a-55m Sexual Misconduct Report a separate report specifically disclosing the number of complaints, the subject matter of each complaint and the final outcome of each case processed under Title IX. At a joint meeting of the Human Resources and Administration Committee and the Academic and Student Affairs Committee, the CSCU Title IX

Sexual Misconduct Reporting Support Services and Processes Policy

Coordinator will report annually on CSCU data of complaints and outcomes of sexual misconduct matters reviewed under Title IX, BOR policies, and other applicable state statutes.

DISSEMINATION OF THIS POLICY

Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website, handbook and catalogue. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above. This includes but is not limited to the name, office address, email address and telephone number of the Title IX Coordinators.

Board of Regents for Higher Education

Connecticut State Colleges and Universities

Regarding

Statement of Title IX Policy

Consistent with Title IX of the Education Amendments of 1972 ("Title IX")¹, the Connecticut State Colleges and Universities (CSCU) does not and will not discriminate against students, faculty or staff based upon sex in any of its programs or activities, including but not limited to education programs, employment or admission. Further, retaliation against any person who made a complaint, testified, assisted, participated or refused to participate in a Title IX process will not be tolerated.

The Board of Regents for Higher Education (BOR) is committed to ensuring that each member of the CSCU community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual discrimination, including, sexual harassment, sexual assault, dating violence and stalking. It is the intent of the BOR that each college and university provide safety, privacy and support.

The BOR strongly encourages students, parents, bystanders and employees to alert Title IX Coordinators to sexual discrimination, including sexual harassment. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law, those accused of engaging in prohibited conduct will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and the respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and other relevant information.

Under Title IX sexual harassment under means conduct on the basis of sex that satisfies one or more of the following:

- 1. An employee of the recipient conditioned in the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- 3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v)ⁱⁱ, "dating violence" as defined in 34 U.S.C. 12291(a)(10)ⁱⁱⁱ, "domestic violence" as defined in 34 U.S.C. 12291(a)(8)^{iv}, or "stalking" as defined in 34 U.S.C. 12291(a)(30).^v

If the institution's Title IX Coordinator determines that the alleged harassment meets the above definition of sexual harassment, as well as occurred within the United States on property owned or controlled by the institution and at the time of the filing the complainant was participating or attempting to participated in an educational program or activity at the particular College or

University, the Title IX coordinator will initiate a Title IX process. If the Title IX Coordinator determines that the alleged harassment does not meet the above factors, but the alleged misconduct violates BOR policy the Title IX Coordinator will comply with the BOR Sexual Misconduct Reporting, Supportive Measures and Processes Policy. If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent will be notified that the matter will be closed.

Sexual harassment will not be tolerated.

Any inquiries about this policy should be directed to the Title IX Coordinator

Title IX states that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance"

¹¹ 20 U.S.C. 1092(f)(6)(A)(v), The term "sexual assault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

iii 34 U.S.C. 12291(a)(10) The term "dating violence" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

^{™ 34} U.S.C. 12291(a)(8) The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or <u>youth</u> victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

y 34 U.S.C. 12291(a)(30) (30) The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

2. Internal Communications Section 46a-68-79

SOUTHERN CONNECTICUT STATE UNIVERSITY AFFIRMATIVE ACTION PLAN SECTION 46A-68-79 INTERNAL COMMUNICATION

Southern Connecticut State University is committed to implementing its Affirmative Action Plan and to encouraging and coordinating the equity efforts at the constituent units and all public institutions of higher education. The first step in this regard is achieved by developing an acceptable Affirmative Action Plan and by making all those concerned and affected aware of the University's policies, intentions, goals and objectives for the university-wide achievement of equity. The following procedures are utilized to assure that all affected parties are informed of and given an opportunity to comment on the contents of the University's Affirmative Action Plan. Employees had from May 4 2021 to August 1, 2021 to comment on the plan. No comments were received on the 2020 AA plan.

It is the University's position that all of its staff, in the course of their daily activities shall be aware of the University's policy, plans, goals and objectives relevant to affirmative action. Accordingly, the following internal communication procedures are in place.

- A copy of the University's Affirmative Action Policy Statement and summary of
 objectives is posted and disseminated to all employees on an annual basis via
 electronic mail. Copies of the statement and objectives are also available in the
 Office of Equity and Diversity as well as on the website of the Office of Equity and
 Diversity
- The Human Resources Office provided all new employees to Southern Connecticut State University copies of University policies including the University's Affirmative Action Policy, Sexual misconduct/sexual harassment Policy. In addition, new employees are also provided with a link to the website with all relevant University policies. www.southernct.edu/faculty-staff/hr/policies.html
- All employees are notified that a copy of the University's complete Affirmative Action Plan is available for their perusal in the Affirmative Action Office.
- Employees may review and direct questions or comments concerning the agency's Affirmative Plan Action Plan to Affirmative Action officer/Designee at any time during the plan year.
- Copies of the *Plan* are available in the Office of Diversity and Equity, the Office of Human Resources, and the Buley Library. A complete copy is also posted on the Office of Diversity and Equity website: http://www.southernct.edu/offices/diversity/affirmativeactionplan.html
- A copy of the University's complete Affirmative Action Plan is made available to the President, Cabinet and the members of the University community.
- On a regular basis the President will meet with the Affirmative Action
 Officer/Designee and other administrative staff to discuss the Affirmative Action
 Plan, clarifies responsibilities, review progress and discuss problems.
- The Director of Diversity and Equity/Affirmative Action Officer will report quarterly

- to the President on the University's progress toward meeting affirmative action goals and objectives
- The Director of Diversity and Equity/Affirmative Action Officer is a member of leadership council and discusses the affirmative action plan with members of the cabinet and members of leadership council.
- The Director of Diversity and Equity/Affirmative Action Officer maintains copies of all affirmative action related internal communications and comments received and notes the date such statements were received.
- The Director of Diversity and Equity/Affirmative Action Officer monitors and assumes responsibility for communicating to the University community appropriate state and federal regulations and responsibilities that ensure compliance.
- The notices listed above and similar communications list the Affirmative Action
 Officer/Designee by name and address and state that: (a) all University
 employees have the right to a reasonable period of review and comment upon
 the communications regarding the University's Affirmative Action Plan and (b) that
 such comments should be addressed by the Affirmative Action Officer/Designee.
- The Diversity and Equity website is dedicated to providing information to employees and the website is updated regularly to reflect changes in policies and procedures
- The Director of Diversity and Equity/Affirmative Action Officer discusses the Affirmative Action/Equal Employment Opportunity Policy Statement, Sexual Harassment Policy, and the Procedures for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Employee Orientations and copies of these policies are distributed to the new hires.

Search Committee Trainings/presentation (virtual due to covid)

- The Director of Diversity and Equity or staff designee meets with all search committees seeking to fill vacancies to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and nondiscriminatory interviewing.
- The Director of Diversity and Equity or staff designee staff answers numerous inquiries from the search committees throughout the year related to the search procedures.
- The Director of Diversity and Equity meets with the Vice-presidents, Deans, directors, throughout the year to discuss the search procedures, affirmative action goals, recruitment strategies and their role in the search process.
- The Director of Diversity and Equity participates and presents at the annual faculty workshop held for faculty search committee chairs and committee members. This is a mandatory training for all academic departments conducting faculty search for the academic year.
- The Director of Diversity reviews and updates the search procedures to ensure committees provide clear documentation of efforts undertaken by all who serve Southern Connecticut State University to support its affirmative action policy and goals.

Diversity Training & Sexual Harassment Prevention Training

The University is in compliance with diversity training and sexual harassment training requirements. Diversity and sexual harassment training are hosted throughout the year in conjunction with timeframes of employee hiring. Diversity training is conducted by New Haven Consulting group an approved state vendor. The University's diversity training sessions are scheduled for faculty and staff as a component of new faculty/staff orientation. The university also mandates that all new employees take an online sexual harassment training. All new supervisors received the mandatory two-hour training. In addition, this year all new employees are required to take the online sexual misconduct reporting training.

Diversity and sexual harassment prevention training for new employees and was offered one time this year 3/5/21. A total of 27 employees attended the trainings 6 WM, 12WF 5BM 1BF, 2HF, 1AAIANHNPIM, 2AAIANHNPIF

Sexual Harassment/Misconduct on line training was completed by 1048 employees 263WM, 446WF, 74BM, 76BF, 30HM, 48HF, 49AAIANHNPIM, 62AAIANHNPIF.

Other University programs address these issues through speakers on topics of race, ethnicity, gender, sexual harassment and through innovative programs planned for the University and community.

Affirmative Action Plan Summary

As state of Connecticut agency, the University *is* required to prepare an annual Affirmative *Action* Plan in accordance with Connecticut General Statute (CGS), Section 46a-68. The plan is submitted and reviewed by the Connecticut Commission on Human Rights and Opportunities. The Plan articulates the University's strategy implement affirmative action in employment and to combat discrimination. The objectives of the Plan are to establish goals, which promote affirmative action and eliminate any policy or employment practice that adversely affects members of protected classes.

The Affirmative action plan year for SCSU is May1- April 30. The plan to be submitted August 30, annually. The AAP consist of the following sections:

Section 46a-68-78 Policy Statement:

The Policy Statement describes the University's commitment to Affirmative Action and Equal Opportunity. The Policy Statements included in the Affirmative Action Plan (Plan) are signed each year by the President. ODE reviews them for potential changes prior to his signature.

Section 46a-68-79 Internal Communication:

Information in *this* section summarizes activities undertaken to communicate the University's commitment to Affirmative Action to the internal community. The University's policy statements are publicized annually to all members of the University community. The full version of the Plan is available in libraries and The Office of Diversity and Equity for review and comment.

Section 46a-68-80 External Communication:

This section details the various methods by which the University publicizes its commitment to affirmative action to external constituencies. These include, but are not limited to, employment recruiting sources, bidders, vendors, contractors, subcontractors, collective bargaining units which represent University employees, and others. This section includes the Department of Purchasing annual report regarding contract compliance.

Section 46a-68-81 Assignment of Responsibility:

This section identifies the individuals and departments in the University with duties and responsibilities, both wholly or in part, relating to promoting affirmative action policies and assuring compliance, including the development and implementation of the Plan.

Section 46a-68-82 Organizational Analysis:

Authorized position titles are grouped with other classifications having similar job content, salary ranges, and opportunity into occupational categories. Within each job category, titles are ranked from the highest to lowest salary range. The following categories, which correspond to federal designations for higher education institutions, are used throughout the Plan:

- 1-Executive/Managerial
- 2- Faculty
- 3 Nonteaching Professional
- 4 Secretarial/Clerical
- 5- Technical/Paraprofessional
- 6-Qualified Craft Worker
- 7 Maintenance/Service

Section 46a-68-83 Workforce Analysis:

In this section, we summarize workforce data by race and gender, for the entire University and for each campus. Separate summaries enumerate full-time and part-time employees. Additional analyses report on age groupings and the number of employees with disabilities in the full-time workforce.

Section 46a-68-84 Availability Analysis:

As a preparatory step in determining whether protected classes are fully and fairly utilized in the work force, we conduct analysis to determine the availability of those groups in the labor markets relevant to each campus. Separate analyses are conducted for each occupational category and for payroll titles with a significant number of employees at each location. Various data sources such as employment statistics, unemployment data, racial and sexual compositions of persons in feeder groups, census data, and educational statistics are used to calculate the potential availability base, which is incorporated into the Utilization Analysis. This section details the labor markets, data sources, and value weights used for each analysis group.

Section 46a-68-85 Utilization Analysis and hiring and promotion goals:

In this section, we calculate how the representation of protected groups in the University's workforce compares to the availability of similar groups in the relevant labor market. If the percentage of representation of a particular race/gender group in the workforce is less than the percentage of that group in the availability base, then a condition of underutilization exists. These statistical comparisons provide the basis by which we set numerical hiring and promotional goals. Utilization analyses are performed along the same lines as the various availability analyses.

Section 46a-68-86 Employment Analysis:

The University undertakes a comprehensive review of the employment process to identify policies and practices that perpetuate or build in barriers to equal employment opportunity. In the Employment Process Analysis, using the same analysis groups as in the previous data sections, we report the various types of personnel actions which results in an increase or decrease in the specific analysis group during the Plan year. These include hires; promotions; reassignments; separations; and others. The Applicant Flow Analysis tracks applicants through the hiring or promotional process to identify the step at which they are no longer viable candidates. Information on all training and personnel evaluations are also included in this section.

Section 46a-68-87 Identification of Problem Areas:

In this section, the University reports on its examination of personnel policies and practices to identify nonquantifiable aspects of the employment process which may impede affirmative action progress. Once again, we perform these analyses along the same lines as used in prior sections. The following aspects of employment are addressed: employment applications, job qualifications, recruitment practices, personnel policies, job structuring, orientation, training, counseling, grievance procedure, evaluation, layoffs, and termination. This section also includes adverse impact test information and results, which indicate potential problems with the employment process. The adverse impact tests cover the areas of employment application, recruitment activities, performance evaluation, and termination. Problems in these areas may impede or prevent the full and fair participation of members of protected groups. Program goals are established to address and remedy potential adverse impact as indicted in this section.

Section 46a-68-88 Program Goals:

In this section, the University establishes non-quantitative program goals which promote affirmative action and/or eliminate any policy or employment practice that adversely affects protected class members. Program goals are mandated if the adverse impacts tests in the previous section indicate a significant impact to underrepresented groups in any of the employment process categories. For each of these goals, we also set a target date for its accomplishment.

Section 46a-68-89 Discrimination Complaint Process:

Each agency is required to establish procedures to process and resolve employee allegations of discrimination and harassment. Any employee, student, or other member of the University community injured by the discriminatory behavior of an employee may file a complaint under the University's Discrimination and Harassment Complaint Procedures.

Section 46a-68-90 Goals Analysis:

This section describes the various activities undertaken to achieve the hiring, promotion, upward mobility, and program goals contained in the previous year's Plan. In addition, the University is required to provide clear, concise, and specific explanations for each permanent hire and promotion that occurred during the year. These narrative explanations illustrate the University's good faith effort. The information collected in the University's search process is the primary source for the detailed descriptions required in this section.

Section 46a-68-91 Career Mobility:

This section summarizes the year's efforts and activities in providing career mobility programming and opportunities. While most career mobility efforts are primarily directed toward employees in classified service, career counseling and exploring staff development opportunities are also ongoing for unclassified nonteaching professionals.

Section 46a-68-93 Innovative Programs:

In this section, the development and implementation of programs not covered elsewhere in the Plan contributing to affirmative action goals and diversity are explained. Programs described in this section are innovative, comprehensive, and designed to create opportunities not otherwise available to achieve the full and fair participation of all protected group members.

Section 45-Sa-68-94 Concluding Statement:

In this section, the Appointing Authority communicates his and the University's commitment to affirmative action and pledges to make every good faith effort to achieve the objectives set forth in the Plan.

Category: Titles:

AII WORKFORCE ANALYSIS

Date: April 30, 2020

	Grand Total	Total Male	Total	White Male	White	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
EVECTIVE	30	16	14	13	12	_	N	0	0	2	0
LYCOCIAL		53.3%	46.7%	43.3%	40.0%	3.3%	6.7%	0.0%	0.0%	6.7%	0.0%
II FACIII TY	422	212	210	164	163	16	11	7	8	25	28
		50.2%	49.8%	38.9%	38.6%	3.8%	2.6%	1.7%	1.9%	5.9%	6.6%
III. PROF /NON FACULTY	236	97	139	70	115	16	10	4	10	7	4
		41.1%	58,9%	29.7%	48.7%	6.8%	4.2%	1.7%	4.2%	3.0%	1.7%
IV. SECRETARIAL/CLERICAL	95	13	82	10	46	w	26	0	9	0	1
		13.7%	86.3%	10.5%	48.4%	3.2%	27.4%	0.0%	9.5%	0.0%	1.1%
V. TECH/PARAPROFESSIONAL	9	ယ	6	ω	4	0	-	0	0	0	
		33.3%	66.7%	33.3%	44.4%	0.0%	11.1%	0.0%	0.0%	0.0%	11.1%
VI. SKILLED CRAFTS	28	28	0	23	0	4	0	-1	0	0	0
		100.0%	0.0%	82.1%	0.0%	14.3%	0.0%	3.6%	0.0%	0.0%	0.0%
VII. PROTECTIVE SERVICES	25	21	4	11	ω	4	-	6	0	0	0
		84.0%	16.0%	44.0%	12.0%	16.0%	4.0%	24.0%	0.0%	0.0%	0.0%
VII. MAINTENANCE	82	54	28	21	4	25	12	o	10	2	2
		65.9%	34.1%	25.6%	4.9%	30.5%	14.6%	7.3%	12.2%	2.4%	2.4%
Total	927	444	483	315	347	69	63	24	37	36	36
4/2019 AA Plan	928	453	475	335	342	64	65	22	34	32	34
Change +/-	<u>-</u>	-9	œ	-20	ch	51	-2	2	ω	4	2
		47.90%	52.10%	33.98%	37.43%	7.44%	6.80%	2.59%	3.99%	3.88%	3.88%

Rice, Paula

From:

announce-campus <announce-campus-bounces@lists.southernct.edu> on behalf of

Dilger, Patrick J. <dilgerp1@southernct.edu>

Sent:

Tuesday, May 4, 2021 12:23 PM

To: Subject: 'announce-campus@lists. edu' 2020 Affirmative Action Plan

Attachments:

ATT00001.txt

MEMORANDUM

To:

All SCSU Employees

From: Office of Diversity & Equity Programs

Date:

May 4, 2021

Re:

2020 Affirmative Action Plan

As an agency of the State of Connecticut, Southern is hereby communicating to all employees, that we are an affirmative action/equal opportunity employer. Each year in accordance with section 46a-68-79 of the Commission on Human Rights and Opportunities Regulations, the University's Affirmative Action Policies and Affirmative Action Plan are made available for review to the Southern Connecticut State University campus community. To meet our affirmative action commitments, we are inviting you to review the 2020 SCSU Affirmative Action Plan. Copies are available on-line at

https://inside.southernct.edu/diversity/affirmative-action/plan or in the following locations:

- Office of Diversity & Equity
- **Buley Library**

Any comments regarding the Affirmative Action Plan should be directed to Paula Rice, Director of the Office of Diversity and Equity Programs. Ms. Rice is the person designated with the responsibility and authority to administer and monitor our Affirmative Action Program. We solicit and appreciate any comments you may have regarding our plan and/or suggestions you might have concerning how we might be more successful in achieving our affirmative action goals. Comments on the 2020 plan will be accepted until August 1, 2021.

We also encourage employees at this time to review the University's Affirmative Action, antidiscrimination, pluralism, ADA, sexual harassment, sexual misconduct reporting support services and processes policies https://inside.southernct.edu/diversity/policies-procedures, and the discrimination complaint procedures https://inside.southernct.edu/diversity/complaint-procedures on the ODE website:

If you have any questions, you may contact the Office of Diversity and Equity at 203-392-5568 or via email at ricep1@southernct.edu

From: announce-student <announce-student-bounces@lists.southernct.edu> on behalf of Dilger, Patrick

J. <dilgerp1@southernct.edu>

Sent: Friday, September 11, 2020 8:44 AM

To: 'announce-student@lists. edu' <announce-student@lists.southernct.edu>

Subject: Sexual Misconduct Reporting

Dear Southern Student,

At Southern Connecticut State University (SCSU), we are committed to creating a community where individuals are treated with dignity, respect, civility, kindness, and compassion. Your health and safety are a top priority! In line with this mission, we comply with Title IX of the Education Amendment of 1972 which prohibits sex discrimination including acts of sexual harassment/misconduct at educational institutions. Acts of sexual misconduct (sexual harassment, sexual assault, intimate partner violence, sexual exploitation, and stalking) are a violation of Southern Connecticut State University policies, as well as state and federal law. We encourage you to report any incidents of sexual misconduct and/or utilize the support and advocacy services available to you. (click links below to access respective policies)

https://www.ct.edu/files/policies/5.2%20SexualMisconductReportingSuppMeasuresProcesses.pdf https://www.ct.edu/files/policies/4.11%20-%20Statement%20of%20Title%20IX%20Policy.pdf https://www.ct.edu/files/policies/2.1%20StudentCodeofConduct.pdf

RESPONSIBLE EMPLOYEES

All employees, including faculty, staff and administrators, are responsible employees and are required to report disclosures or reports of sexual misconduct except for those University employees in our Health Center and Counseling Center. This means that when you report or disclose information regarding sexual misconduct to a responsible employee they will need to report this to the University's Title IX Coordinator. The University Advocate will then be contacted and provide you with information including supportive services, reporting options, and your Title IX rights.

Please note that if you are under the age of eighteen (18) the Title IX Coordinator must contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct.

FORMAL REPORTING OPTIONS

University Police @ 203.392.5375 (If you wish to press criminal charges.)

Ms. Paula Rice, Title IX Coordinator @203.392.5568 <u>ricep1@southernct.edu</u> (If you wish to file a complaint with the university.)

Anonymous Reports, please click here http://www.southernct.edu/university-police/silent-witness.html

ADVOCACY & SUPPORT SERVICES

Catherine Christy, Director of VPAS, SART Coordinator, University Victim Advocate @ (203) 392-6946 (o) (203) 687-1252 (c)

Melissa Kissi, Sexual Assault and Violence Prevention Specialist, University Victim Advocate @ (203) 392-6946 (o) (203) 507-3751 (c)

Confidential Support Services

SCSU Counseling Center @ (203)392-5475 SCSU Health Center @ (203)392-6300 Women & Families Center@1-888-999-5545, 24/7 The Umbrella Center for Domestic Violence Services @ (203)789-8104, 24/7 To learn more about reporting options and advocacy, support services, students' rights (including rights of pregnant/parenting students) please click here https://inside.southernct.edu/sexual-misconduct
Support and Resource Team

Southern Connecticut State University's Support and Resource Team (SART) is designed to provide a collaborative victim-centered team response to survivors of sexual misconduct. The SART members can connect a survivor to many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual misconduct and intimate partner violence. A complete list of SCSU Support and Resource team (SART) members is available at https://www.southernct.edu/vpas/sart.html.

Prevention Education and Awareness Programs

The University understands the importance of prevention education and is committed to providing you with ongoing education through its prevention programming and awareness campaigns. It is with this purpose we offer numerous educational opportunities for you including a required online course, *Not Anymore*. At the beginning of the fall semester all students are informed of the requirements to complete an initial or refresher module of the *Not Anymore* course. Individual emails will be sent to all students with instructions on how to access the training.

Educational information and programming that are related to prevention, bystander intervention, rape culture, and more are also provided throughout the academic year. Please visit the Violence Prevention, Victim Advocacy and Support Center (VPAS) events page

https://www.southernct.edu/vpas/events.html for a complete list of programs.

Be Informed: Know Your Campus Crime Report

We want you to be informed of the number of incidences of sexual misconduct and intimate partner violence reported to the University. Click here to view the entire Uniform Campus Crime and Safety Report http://www2.southernct.edu/university-police/clery-report.html

Paula Rice
Director/Title IX Coordinator
Office of Diversity & Equity Programs
Buley Library Room 240, (203) 392-5568 office (203) 392-5489 fax
ricep1@southernct.edu

From: announce-campus <announce-campus-bounces@lists.southernct.edu> on behalf of Dilger, Patrick

J. <dilgerp1@southernct.edu>

Sent: Friday, September 11, 2020 8:44 AM

To: 'announce-campus@lists. edu' <announce-campus@lists.southernct.edu>

Subject: Sexual Misconduct Reporting

To All University Faculty & Staff,

Southern Connecticut State University is highly committed to creating a campus free of sexual misconduct. In July of 2020 the BOR revised its policy concerning sexual misconduct reporting, https://www.ct.edu/files/policies/5.2%20SexualMisconductReportingSuppMeasuresProcesses.pdf, and established a Title IX policy statement . https://www.ct.edu/files/policies/4.11%20-%20Statement%20of%20Title%20IX%20Policy.pdf. The revised policy continues to require the reporting of sexual misconduct in an effort to ensure that each member of the community has the opportunity to fully participate in the process of education and development. The policies are intended to supplement and work in congruence with the new requirements of Title IX and Connecticut Public Act 14-11. It is our commitment to provide a supportive and safe environment for our community and provide our students, faculty and staff with support and advocacy services.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence, and stalking) All university employees are considered responsible employees and are mandated to report under the BOR policy, except those employees whose official responsibilities provide confidentiality (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community).

The following protocol has been developed for employees to follow if they find themselves in a position in which a student or other employee discloses or reports being a survivor of sexual misconduct. This protocol https://inside.southernct.edu/sites/default/files/a/inside-southern/diversity/Sexual-Misconduct-Protocol-2020.pdf describes your reporting obligations and a process for informing, in a timely manner, those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

We understand and recognize the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate these challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

We recognize the importance of providing training for employees on the topic of sexual misconduct and thus all employees are **required** to take the new on-line training program intended to help you learn more about the topic and equip you with the tools and knowledge needed to uphold your obligations as a responsible employee. Individual emails will be sent to all employees with instructions on how to access the training. We also understand that you may have questions about the impact of new Title IX changes. As such, we encourage you to visit the Sexual Misconduct reporting webpage https://inside.southernct.edu/diversity/sexual-misconduct-reporting

We want to thank you for your role in helping to support survivors of sexual misconduct. Although this work may be challenging and difficult at times, it is extremely important. If you have any questions, please feel free to contact either of us.

Sincerely,

Paula Rice Director of Diversity & Equity Programs Title IX Coordinator Buley Library Room 240, 203-392-5568 Ricep1@southernct.edu Steve Weinberger Chief Human Resources Officer 203-392-5405 Wintergreen Building weinbergers2@southernct.edu From: announce-campus <announce-campus-bounces@lists.southernct.edu> on behalf of Dilger, Patrick

J. <dilgerp1@southernct.edu>

Sent: Monday, August 17, 2020 3:27 PM

To: 'announce-campus@lists. edu' <announce-campus@lists.southernct.edu>
Cc: 'announce-student@lists. edu' <announce-student@lists.southernct.edu>

Subject: Updates on new Title IX regulatory changes

Dear SCSU Community,

On May 6, 2020 the U.S. Department of Education issued new regulations under Title IX of the education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs and activities. The updated federal regulations mandate how educational institutions respond to reports of sexual harassment under Title IX. As a result Southern has adjusted its policies and procedures to align with the new regulations that went into effect August 14, 2020.

The new policies can be viewed on the ODE website under Sexual Misconduct Reporting. https://inside.southernct.edu/diversity/sexual-misconduct-reporting
We ask that you review and become familiar with the new regulations, policies and procedures.

With the above noted changes to Title IX, Southern reaffirms its commitment to creating an inclusive and welcoming educational and working environment free from all form of sexual misconduct. It important to know that all conduct of a sexual nature that previously violated University policy will continue to constitute a violation of University policy. However, such conduct may now be adjudicated under different grievance procedures. Southern will continue to prioritize our sexual misconduct education, prevention, response and support to all members of our community.

You are encouraged to visit the ODE/Sexual Misconduct Reporting webpage for future updates.

Please feel free to contact me with any questions or concerns.

Paula Rice

Paula Rice
Director/Title IX Coordinator
Office of Diversity & Equity Programs (ODE)
Buley Library Room 240, (203) 392-5568 office (203) 392-5489 fax
ricep1@southernct.edu

Rice, Paula

From: Rice, Paula

Sent: Wednesday, February 17, 2021 3:46 PM

To: Milburn, Trudy A.; Williams, Tiana N.; Johnson, Allysa E.; Galvan, Antonio; Cole, Emily M.;

Rochefort, Marilu G.; Wargo, Lindsay M.; McNamee, Benjamin C.; Schwarz, Walter H.; Glazier, Melissa R.; Robinson, Xavier; Bruno, Ramon; Naccarato, James W.; Wieland, Alice M.; Pittman, Adam C.; Bertana, Amanda R.; Sorokina, Anastasia; Bartlett, Andrew C.; Kulkarni, Atul A.; McPherson, A. Casey; Casetti, Dana I.; Fowler, Denver; Chung, Hanyong; Cooper Boemmels, Jennifer R.; Roy, Joanne F.; Groffman, Joshua B.; Coleman, Kelly Ann A.; Tucker, Lauren T.; Uribe, Melanie; Griswold, Michele K.; Anand, Punit; Chen, Qu; Al Seesi, Sahar; Ding, Shibiao; Burger, Susan E.; Gusewski, Svenja; Madu, Nicole K.; Njoku,

Anuli; D'Angelo, Karen A.; Knickerbocker, Joshua N.

Cc: Rice, Paula

Subject: Diversity Awareness Training Session

Good afternoon,

The Office of Diversity & Equity Programs invites you to attend our upcoming Diversity Awareness Training Session. Connecticut law requires all state employees attend a three hour Diversity training session within 6 months of hire. This training is mandatory. The diversity training session entitled "Civility and Respect in the Workplace" will engage participants in an interactive workshop offered in an online format with experiential exercises assisting the learner to acquire, practice and transfer the concepts and skills to the work environment. The training session provides an introduction and awareness on diversity issues, regulations and strategies. The training session will offer participants an opportunity to explore differences in individual and group identity; enhance understanding of discrimination and hate crimes and what protections are available; recognize how stereotypes are formed; examine personal biases; enhance skills for dealing with inter-personal and inter-group diversity-related conflict; as well as finding a common ground on which to build work relationships and a 'diversity-positive' organizational culture. The training session will also provide an overview of the Office of Diversity and Equity Programs, the University's Anti-Discrimination policies, and the University's complaint procedures.

The session will take place on Friday, March 5, 2021 from 1:00pm to 4:00 pm via Zoom (zoom link will be sent out after registration closer to the date of the training)

This training is mandatory. Please click on the link to register for training: https://form.jotform.com/southernct/diversity-training

If you have any questions please feel free to email me. I look forward to your attendance.

Paula Rice
Director/Title IX Coordinator
Office of Diversity & Equity Programs
ricep1@southernct.edu

3. External Communications & Recruitment Strategies Section 46a-68-80

EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

Section 46a-68-80

Southern Connecticut State University is on record as being an affirmative action/equal opportunity employer. This commitment to affirmative action is communicated regularly, along with notices of job availability, to recruiting sources and organizations which are capable of referring qualified women and minority applicants for employment.

We have reviewed all advertising for employment at Southern Connecticut State University. No employment advertisements contain reference to age or gender, and, further, all such advertisements include language that encourages applications from qualified women, minorities, and other protected class members. Further, all ads must state that SCSU is an Affirmative Action/Equal Employment Opportunity employer.

Notice that Southern is an affirmative action employer was sent to all unions representing employees of this agency with a request for union cooperation and assistance in promoting affirmative action. They were also invited to review and comment on our affirmative action plan. (See attached notices).

Advertisements for unclassified job vacancies were and will continue to be placed in publications and with other media that target protected group members and are most relevant for filling a campus position, such as The Chronicle of Higher Education, Diverse Issues in Higher Education; Hispanic Outlook; Higher Ed jobs; Hartford Courant; and New Haven Register in addition to advertisements placed in appropriate professional journals. [Classified vacancies were announced per employee contracts and state procedures, and advertised to the extent permitted by union contract and Department of Administrative Services policies. All vacancies are also advertised on Southern's website https://southernct.edu/faculty-staff/hr/jobs.html.

The name and address of each organization, recruiting source, bidder, contractor, subcontractor, supplier of materials, publisher, and union receiving notice of the university's policy has been maintained along with the date of notice and copies of all communications, statements, advertising, and contract provisions with these groups or individuals.

The University's Office of Diversity and Equity Programs is staffed by a Director of Diversity and Equity Programs, a retired rehire, a CSU administrative assistant and a student worker. Recruitment activities are directed by the Director of Diversity and Equity Programs, and many of the recruitment efforts are carried out systematically by other staff in the office as noted above. Once a job search is opened, the office reviews the posting; HR publicizes the position in state and national newspapers and posts it on the university and other websites. In addition to this recruitment, the staff regularly telephones contacts to specifically solicit candidates. Similar telephone contacts are made by the search chairperson and by other managerial staff on campus.

In addition to the above recruitment efforts, faculty and staff are encouraged to attend professional conferences to recruit candidates. This combination of websites, telephone calls, and advertisements is documented by the summary of the Office's efforts.

AFFIRMATIVE ACTION

REPORTING PERIOD MAY 1, 2020- APRIL 30, 2021

The University has made strides in its affirmative action goal attainment this reporting period, has hired female and minority faculty and staff to meet hiring goals, has achieved program goals and made aggressive, good faith hiring and recruitment efforts.

Below are the significant highlights and initiatives of the Diversity and Equity Programs Office staff (internally and externally) during the past reporting period, via Virtual meetings.

- Met regularly with president, vice presidents, deans, directors and faculty chairpersons for affirmative action/diversity progress reports and initiatives.
- Collaborated with Southern Connecticut State University Multicultural Center and Violence Prevention Victim Advocacy and support center on programs, workshops, etc.
- 3. Maintained close relationship with Southern Connecticut State University Office of Human Resources on matters of hiring, training, promotion, etc.

- 4. Coordinated counseling sessions, referral systems and programs with Southern Connecticut State University Violence Prevention Victim Advocacy and support center and counseling office.
- 5. Served as member of the AAUP Minority Faculty Recruitment and Retention Committee.
- 6. Served as member of the SUOAF/AFSCME Minority Faculty Recruitment and Retention Committee.
- 7. Participated in Connecticut Association of Affirmative Action Professionals.
- 8. Continued contacts made with recruiting sources and organizations capable of recommending qualified applicants.
- 9. The University makes intensive recruitment efforts and contacts local, state, and national universities, organizations and computer job data banks for referrals of protected class individuals for employment.
- 10. All collective bargaining contracts involving employees of the Connecticut State University system contain a non-discrimination clause.
- 11. All faculty and administrative positions were advertised nationally to attract a large and diverse pool of candidates. Ads were placed in the Chronicle of Higher Education, Higheredjobs.com as well as newspapers which target minority candidates, such as Diverse Issues in Higher Education, Hispanic Outlook.
- 12. All advertisements contained a reference to Southern's commitment to affirmative action and a statement.
- 13. Job announcements were also transmitted as appropriate to list serves of professional organizations.
- 14. Notices were sent to all unions which represent university employees for collective bargaining purposes that the university is an affirmative action employer. All union representatives were invited to examine and comment of the Affirmative Action Plan at any time.

Specifically, the fore-mentioned initiatives provided significant opportunities for Southern Connecticut State University to continue its ongoing outreach efforts to

attract more diverse faculty and, as well as address the importance of racial, ethnic and cultural diversity to the Southern Connecticut State University campus.

These highlights reflect only a part of the work of the Office of Diversity and Equity Programs as it attempts to adhere to its mission of advocacy for the institutionalization of equal access to opportunity, non-discrimination in the university community and diversity in the campus workforce.

Southern Connecticut State University has and will continue to initiate and undertake aggressive, positive relationship building activity to ensure that affirmative action is not just a paper commitment. Virtual meetings occurred during reporting periods with individuals, groups and organizations that represent or can refer applicants from protected groups. Some of the contacts were with the state and local affirmative action officers, Black and Hispanic clergy; current faculty and alumni who are minority who can help to recruit from their colleges and/or friends; Business and Professional Women's Associations, Hispanic organizations, and minority and female alumni organizations.

LETTERS TO UNION PRESIDENTS

Rice, Paula

From:

Rice, Paula

Sent:

Tuesday, May 4, 2021 2:51 PM

To:

oneillep@wcsu.edu; jdissette@adr.org; sanderson@csea760.com; cchisem@ceui.org;

bwallace@cpfu.org; DeMezzo, Robert C.

Subject:

2020 Affirmative action plan

Dear Union leader,

The State of Connecticut through all of its agencies is engaged in a vigorous Affirmative Action Program, which includes notifying unions of the Agency's Affirmative Action commitment.

As an agency of the State, the Southern Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action Employer. You are welcome to examine our 2020 Affirmative Action Plan online at SCSU 2020 Affirmative Action Plan

http://www2.southernct.edu/offices/diversity/2020-affirmative-action-plan.pdf . In addition, we solicit any comments you may have on our plan and/or suggestions you might volunteer concerning how we might be more successful in achieving Affirmative Action goals. Comments on the 2020 plan will be accepted until August 1, 2021.

Sincerely, Paula Rice

Paula Rice
Director/Title IX Coordinator
Office of Diversity & Equity Programs
Buley Library Room 240, (203) 392-5568 office (203) 392-5489 fax
ricep1@southernct.edu

RECRUITMENT LISTS

RECRUITMENT RESOURCES CONNECTICUT COMMUNITY ORGANIZATIONS BETHEL

Ability beyond Disability 4 Berkshire Boulevard Bethel, CT 06801 (888) 832-8247

BRISTOL

Bristol Community Organization, Inc. 55 South Street Bristol, CT 06010 (860) 589-6968

NAACP – Bristol Branch PO Box 241 Bristol, CT 06010 Community Renewal Team, Inc. 36 Race Street Bristol, CT 06010 (860) 582-5733

BRIDGEPORT

International Institute of Connecticut 670 Clinton Avenue Bridgeport, CT 06605 (203) 336-0141

Goodwill Industries 165 Ocean Terrace Bridgeport, CT 06605 (203) 368-6511

Greater Bridgeport Latino Network PO Box 9385 Bridgeport, CT 06601 gbln@hotmail.com

Groundwork Bridgeport, Inc. 1001 Main Street Suite 201 Bridgeport, CT 06604 (203) 335-6126

Greater Bridgeport NAACP P.O. Box 9180 Bridgeport, CT 06601 (203)- 581-1480

NAACP 42 Lake Avenue Danbury, CT 06811 (203) 668-3444

Hispanic Center Greater Danbury 4 Harmony Street Danbury, CT 06810 (203) 798-2855 ABCD Inc. Personnel 500 Palisade Avenue Bridgeport, CT 06604 (203) 330-0814

Southern Connecticut Black Chamber of Commerce 1018 Broad Street – Suite 103 Bridgeport, CT 06604 (877) 722 - 2293

H.E.L.P Ministries 165 Ocean Terrace Bridgeport, CT 06605 (203) 581-5040

Groundwork Bridgeport Program 480 Barnum Avenue Suite 3 Bridgeport, CT 06608 (203) 335-6126

DANBURY

Community Action Agency 66 North Street Danbury, CT 06810 (203) 744-4700

CT Works 152 West Street Danbury, CT 06810 (203) 797-4140

DANBURY

Danbury American Job Center 4 Liberty Street Danbury, CT 06810 (203) 730-0451

HAMDEN

Hamden Job Resource Center 2901 Dixwell Avenue Hamden, CT 06518 (203) 287-7000

HARTFORD

Community Renewal Team 555 Windsor Street Hartford, CT 06120 (860) 560-5600

Community Renewal Team 240 Laurel Street Hartford, CT 06105 (860) 4220-8280

Community Renewal Team, Inc. 395 Wethersfield Avenue Hartford, CT 06113 (860) 560-5353

Urban League of Greater Hartford 140 Woodland Street Hartford, CT 06105 (860) 527-0147

NAACP – Greater Hartford Branch 56 Canterbury Street Hartford, CT 06112 (860) 724-6966

San Juan Center 1283 Main Street Hartford, CT 06103 (860) 522-2205

Connecticut Puerto Rican Forum, Inc. 95 Park Street Hartford, CT 06106 (860) 247-3227

Latino Community Services 184 Wethersfield Avenue Hartford, CT 06114 (860) 296- 6400 Community Renewal Team 2 Barbour Street Hartford, CT 06115 (860) 725-0028

Community Renewal Team 1143 Main Street Hartford, CT 06106 (860) 560-5315

CONNECT-ABILITY
Department of Rehabilitation Services
55 Farmington Avenue-12th Floor
Hartford, CT 06105
(860) 844 -1903

CT Works 3580 Main Street Hartford, CT 06120 (860) 566-5790

NAACP- CT State Conference Branch 2074 Park Street #2 Hartford, CT 06106 (860) 523-9962

La Casa de Puerto Rico, Inc. 48 Main Street Hartford, CT 06103 (860) 522-7296

International Institute of CT, Inc. 175 Main Street 3rd Floor Hartford, CT 06106 (860) 692-3085

Upper Albany Main Street 1382 Albany Avenue 2nd Floor Hartford, CT 06112 (860) 727-9830

HARTFORD

CT Association for United Spanish Action (CAUSA) 555 Windsor Street Hartford, CT 06120 Hispanic Professionals Network One Union Place – 3rd Floor Hartford, CT 06103 (860) 251 – 8307

City of Hartford 550 Main Street Hartford, CT 06112 (860) 545-8495 National Organization for Women 135 Broad Street Hartford, CT 06105

Center for Latino Progress (CPRF)

Chamber of Commerce 31 Pratt Street Hartford, CT 06106 (860) 525- 4451 American Jobs Center 3580 Main Street Hartford, CT 06120

Capital Workforce Partners Construction Jobs Initiative One Union Place Hartford, CT 06103

95 Park Street Hartford, CT 06106 (860) 247-2337

(860) 522-1111

MANCHESTER

Goodwill 232 Tolland Turnpike Manchester, CT 06042 (860) 643-2709 True Colors, Inc. 945 Main Street #211 Manchester, CT 06040 (860) 232-0050

Community Partners in Action 31 Bent Street Manchester, CT 06042 (860) 812-0070 Disabled American Women Serving Manchester Area (877) 310-4167

MERIDEN

New Opportunities of Greater Meriden 74 Cambridge Street Meriden, CT 06450 (203) 639-5060 Connecticut Works-Meriden 87 West Main Street 2nd Floor Meriden, CT 06040 (203) 238-3688

Meriden-Wallingford NAACP 74 Cambridge Street Meriden, CT 06450 (203) 237-6907 CT Nurses Association 377 Research Parkway Meriden, CT 06450 (203) 238-1207

MIDDLETOWN

Community Renewal Team, Inc. 41 Hamlin Street Middletown, CT 06457 (860) 347-4465 National Electrical Contractors 306 Industrial Park Road Suite 205 Middletown, CT 06457 (860) 635-1117

NEW BRITAIN

Opportunities Industrialization Center Of New Britain (OIC) 114 North Street New Britain, CT 06051 (860) 224-7151 Human Resources Agency Mid-Connecticut Works One-Stop & Youth One-Stop 57 Arch Street New Britain, CT 06501 (860) 826-4482

CT Works 260 Lafayette Street New Britain, CT 06053 (860) 566-5790 Puerto Rican Society 152 High Street New Britain, CT 06051 (860) 225-6607

Connecticut Association of Latino in Higher Education (CALAHE) 1615 Stanley Street
Clarence Carroll Hall 03506
New Britain, CT 06050

NEW HAVEN

NAACP Greater Hartford New Haven Branch 545 Whalley Avenue New Haven, CT 06511 (203) 389 – 7275 Community Development Program 11 Pine Street New Haven, CT 06520 (203) 776-5978

Junta for Progressive Action 169 Grand Street New Haven, CT 06513 (203) 787-0191 Connecticut Works New Haven 560 Ella Grasso Boulevard New Haven, CT 06519 (203) 867-4030

Latin American Women Association 116 Chairman Avenue New Haven, CT 06511

NEW LONDON

Opportunities Industrialization Center New London County OIC 106 Truman Street New London, CT 06320 (860) 447-1731

Centro de la Communicad, Inc. 109 Blinman Street New London, CT 06320 (860) 442-4463

New London American Job Center Shaw's Cove Six New London, CT 06320 (860)439-7400

ROCKY HILL

Connecticut Innovations 865 Brook Street Rocky Hill, CT 06067 (860) 563-4877

STAMFORD

Urban League of Southern Conn., Inc. 46 Atlantic Street Stamford, CT 06902 (203) 327-5810 American Job Center Conn., Inc. 141 Franklin Street -Floor 2 Stamford, CT 06901 (203) 353-1702

STAMFORD

NAACP Stamford Branch 26 Halloween Blvd. Stamford, CT 06902 (203) 324-4952

STORRS

African American Cultural Center 2110 Hillside Rd U-180 Storrs, CT 06269 (860) 486-3433 Asian Cultural Center 2110 Hillside Rd U-3186 Storrs, CT 06269 (860) 486-0830

Puerto Rican/Latin American Cultural Center 2110 Hillside Rd U-3188 Storrs, CT 06269 (860) 486-1135

WALLINGFORD

Spanish Community-Wallingford 284 Washington Street Wallingford, CT 06492 (203) 265-5866

WATERBURY

New Opportunities Head Start 232 North Elm Street Waterbury, CT 06702 (203) 595-9799

CT Works 249 Thomaston Avenue Waterbury, CT 06702 (203) 437-3380

Hispanic Coalition of Greater Waterbury 135 East Liberty Street Waterbury, CT 06706 (203) 754-6172

Albertus Magnus 700 Prospect Street New Haven, CT 06511 (203) 773-8550

Briarwood College 2279 Mount Vernon Road Southington, CT 06489 (860) 728-4751 X191

Central Connecticut State University Career Services & Cooperative Education 1516 Stanley Street Willard 100 New Britain, CT 06050 (860) 832-1630 NAACP of Greater Waterbury 25 Crane Street Waterbury, CT 06702 (203) 757-4440

Hispanic Center of Waterbury 725 Oronoke Road Waterbury, CT 06708 (203) 754-7763

COLLEGES/UNIVERSITIES

Asnuntuck Community College 170 Elm Street Enfield, CT 06082 (860) 253-3045

Capital Community College 950 Main Street Hartford, CT 06103 (860) 906-5002

Charter Oak State College 55 Paul Manafort Drive New Britain, CT 06053 (860) 832-3898

COLLEGES/UNIVERSITIES

Connecticut College 270 Mohegan Avenue New London, CT 06320 (860) 447-1911

Fairfield University 1073 North Benson Road Fairfield, CT 06824 (203) 254-4000

Housatonic Community College 900 Lafayette Boulevard Bridgeport, CT 06604 (203) 332-5160

Middlesex Community College 100 Training Hill Road Middletown,, CT 06457 (860) 343-5759

Naugatuck Valley Community College 750 Chase Parkway Waterbury, CT 06708 (203) 575-8043

Norwalk Community College 188 Richards Avenue Norwalk, CT 06854 (203) 857-6866

Quinebaug Valley Community College 742 Upper Maple Street Danielson, CT 06239 (860) 774-1130 X437

Southern Connecticut State University Center for Career Services 501 Crescent Street New Haven, CT 06515 -(203) 392-6536

Trinity College 300 Summit Street Hartford, CT 06106 (860) 297-2080

University of Connecticut Department of Career Services Career Development Library 181 Auditorium Road, Unit 3051 Storrs, CT 06269-3051 (860) 486-3013

University of Saint Joseph 1678 Asylum Avenue West Hartford, CT 06117 (860) 232 – 4571 Eastern Connecticut State University 83 Windham Street Willimantic, CT 06226 (860) 465-5228

Gateway Community College 20 Church Street New Haven, CT 06510 (203) 285 – 2000

Manchester Community College Great Path Manchester, CT 06040 (860) 512-3000

Mitchell College 437 Pequot Avenue New London, CT 06320 (860) 701-5000

Northwestern CT Community College Park Place East Winsted, CT 06098 (860) 738-6300

Post University 800 Country Club Road Waterbury, CT 06723 (203) 596-4504

Quinnipiac University Career Services 275 Mt. Carmel Avenue Hamden, CT 06518 (203) 582-8680/ (203) 582-8796

Three Rivers Community College 574 New London Turnpike Norwich, CT 06360 (860) 892-5734

Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 (860) 773- 1646

University of Hartford 200 Bloomfield Avenue West Hartford, CT 06117-1599 (860) 768-4390

Wesleyan University
Office of Diversity
156 High Street
Middletown, CT 06459 - (860) 685-2456

COLLEGES/UNIVERSITIES

Western Connecticut State University 181 White Street Danbury, CT 06810 (203) 837-8678 Yale University 221 Whitney Avenue 3rd Floor New Haven, CT 06520 (203) 432 – 4771

PROFESSIONAL ORGANIZATIONS

Commission on Equity and Opportunity 18-20 Trinity Street Hartford, CT 06106 (860) 240-1424

Commission on Women, Children & Seniors 18-20 Trinity Street Hartford, CT 06106 (860) 240-1475

Connecticut Hispanic Bar Association P.O. Box 230869 Hartford, CT 06123-0869 (860) 285-8058

George W. Crawford Law Association, Inc. P.O. Box 2715 Hartford, CT 06146-2715 (860) 578-4764

Hartford County Bar Association 179 Allyn Street, Suite 210 Hartford, CT 06103 (860) 525-8106

Puerto Rican Federal Affairs Administration 100 Pearl Street, 12th Floor Hartford, CT 06103 (860) 522-2434

Connecticut Association of Latinos in Higher Education (CALAHE)
CCSU-1615 Stanley Street
New Britain, CT 06050

Hispanic Association for Higher Education Of New Jersey, Inc. P.O. Box 5084 Iron Bound Station Newark, NJ 07105

National Society for Hispanic MBAs Connecticut Chapter PO Box 231712 Hartford, CT 06123 Connecticut Association of Diversity and Equity Professionals (CADEP) Website information: www.cadep.net

Connecticut Bar Association 30 Bank Street New Britain, CT 06050 (860) 223-4400

CT Computer Service, Inc. 101 East Summer Street Plantsville, CT 06479 (860) 276-1285

Drake Beam Main, Inc. 49 North Main Street West Hartford, CT 06107 (860) 313-5000

National Black MBA Association Greater Hartford Chapter P.O. Box 2332 Hartford, CT 06106 (860) 586-7002

Southern New England Association of Technical Professionals (SNEATP) P.O. Box 4429
East Hartford, CT 06128
(860) 565-4755
Hispanic Professional Network, Inc 1 Union Place, 3rd floor
Hartford, CT 06103
(860) 251-8370 Email: www.calahe.org

League of United Latin American Citizens National Office 1133 19th Street, NW, Suite 1000 Washington, DC 20036 (202) 833-6130

National Society of Hispanic MBAs 450 East John Carpenter Freeway, Suite 200 Irving, TX 75052 Diversity Careers in Engineering & Information Technology 1281 Cleveland Hill Road Tamworth, NH 03886 (603) 323-8224 www.diversitycareers.com

MEDIA/PUBLIC ACCESS RESOURCE MAILING LISTING

The Advisor 83 State Street North Haven, CT 06473 (203) 239-5404

Hartford Public Access Television Channel 5 20-28 Sargeant Street Hartford, CT 06105 (860) 524-8621

Northeast Minority News, Inc 3580 Main Street Hartford, CT 06120 (860) 249-6065

West Indian American 1443 Albany Avenue Hartford, CT 06112 (860) 293-1118 CTNow 285 Broad Street Hartford, CT 06105 (860)241-6200

Inquiring News PO Box 1984 Hartford, CT 06144 (860) 983-7587

Northend Agent 150 Trumbull Street Hartford, CT 06120 (860) 244-2445

MEDIA/PUBLIC ACCESS RESOURCE MAILING LISTING

WCUM-AM Radio Cumbre 1862 States Drive Bridgeport, CT 06605 (203) 335-1540

WLAT-AM 135 Burnside Ave., 2nd Floor East Hartford, CT 06108 (860) 524-0001

WRYM Radio 1056 Willard Avenue Newington, CT 06111 (860) 666-5646 WKND-AM 544-J Windsor Avenue Windsor, CT 06095 (860) 218-2173

WNHU Radio 46 Roden Street West Haven, CT 06516 (203) 479-8807

WZMX 93.7 10 Executive Drive Farmington, CT 06032 (860) 677-6700

DISABILITIES RESOURCE MAILING LIST

American with Disabilities Act Coalition of CT 60-B Weston Street Hartford, CT 06120 (860) 297-4383 TDD: (860) 297-4380

Email: adacoalition@sbc.global.net

Website: www.adacc.net

Board of Education and Services for the Blind (BESB) 184 Windsor Avenue Windsor, CT 06095 (860) 602-4000 TDD: (860) 602-4002

DISABILITIES RESOURCE MAILING LIST

Bureau of Rehabilitation Services (BRS) Department of Social Services 55 Farmington Avenue Hartford, CT 06106 (860) 424-4844 TDD: (860) 920-7163

Email: <u>brs.dss@ct.gov</u>
Website: <u>www.ct.gov/brs</u>

Office of Protection and Advocacy For Persons with Disabilities (P&A) 60-B Weston Street Hartford, CT 06120 (860) 297-4300 TDD: (860) 297-4380

Email: <u>OPA-webmaster@po.state.ct.us</u> Website: www.state.ct.us/osapd

AFFIRMATIVE ACTION RESOURCE MAILING LISTING

American Association for Paralegal Education 19 Mantura Road Mount Royal, NJ 08061 (856) 423-2829

Bridgeport Bar Association 1057 Broad Street Bridgeport, CT 06604 (203) 384-9346 Fax: (203) 336-8986

Connecticut Asian Pacific American Bar Association 90 State House Square, 8th floor Hartford, CT 06103

Connecticut Bar Association 30 Bank Street, P.O. Box 350 New Britain, CT 06050-0350 (860) 223-4400 Fax: (860) 223-4488

Connecticut Hispanic Bar Association P.O Box. 230869 Hartford, CT 06123-0869 Email: chba@ctbar.org

Hartford County Bar Association 100 Pearl Street (860) 525-8106 Fax: (860) 293-1345

Lawyer Referral Services Fairfield County 1057 Broad Street Bridgeport, CT 06604 (203) 335-4116

Lawyers Concerned for Lawyers 2080 Silas Deane Highway Rocky Hill, CT 06067 (860) 563-4900 American Bar Association 321 North Clark Street, 21st floor Chicago, IL 60654 (312) 988-6738

Commission on Official Legal Publications 111 Phoenix Avenue Enfield, CT 06082 (860) 741-3027

Connecticut Attorneys Title Insurance Company 101 Corporate Place, #1 Rocky Hill, CT 06067 (860) 257-0606

Connecticut Bar Foundation 31 Pratt Street Hartford, CT 06103 (860) 722-2494 Fax: (860) 722-2497 Email: ctbf@cbf-1.org

Connecticut Trial Lawyers Association 150 Trumbull Street, 2nd floor Hartford, CT 06103 (860) 522-4345 Fax: (860) 522-1027

Lawyer Referral Services P.O. Box 1767 Waterbury, CT 06720-1767

Lawyer Referral Services
Hartford/Litchfield/Middlesex/
Tolland and Windham County
61 Hungerford Street
Hartford, CT 06106
(860) 525-6052
New Haven County Bar Association
P.O. Box 1441/171 Orange Street
New Haven, CT 06506
(203) 562-9652- Fax: (203) 624-8695

AFFIRMATIVE ACTION RESOURCE MAILING LISTING

New London Lawyer Referral Services P.O. Box 97 Yantic, CT 06389 (860) 889-9384

State Law Library 231 Capitol Avenue Hartford, CT 06106 (860) 757-6500

Statewide Legal Services Of Connecticut 425 Main Street, Suite 2 Middletown, CT 06457 (860) 344-0380 Fax: (860) 344-1918 State Bar Examining Committee 100 Washington Street Hartford, CT 06106 (860) 706-5135

Statewide Grievance Committee 287 Main Street, 2nd floor East Hartford, CT 06118-1885 (860) 568-5157

The Regional Bar P.O. Box 8210 Stamford, CT 06905 (203) 327-7041 Fax: (203) 327-0413

CONTRACT COMPLIANCE

CONTRACT COMPLIANCE FORMS were submitted to DAS for approval

EXTERNAL COMMUNICATION and RECRUITMENT STRATEGIES Section 46a-68-80

CONTRACT COMPLIANCE

The participation of minority business enterprises meeting qualifications established in regulations pursuant to Sections 4-114b or 32-9f of the Connecticut General Statutes, or federal law is solicited and encouraged. The University has refrained from doing business with any bidder, contractor, subcontractor, or supplier of materials barred from participation in any federal or state contract program or found to be in violation of any state or federal ant discrimination law, and shall promptly report any such inconsistent behavior to the Commission or other appropriate authorities for investigation, and we continue to encourage bidders, contractors, subcontractors and suppliers of materials to develop and implement affirmative action programs of their own.

All bidders, contractors, and suppliers of materials have been made aware of Southern's affirmative action policy. Every formal bid contains contract compliance regulations and bidder contract compliance report forms. Per the attached sample of a request for Proposal (RFP), the content of C.G.S. Section 4a-60 and 41-61 is provided to every recipient an RFP. In addition per the attached purchase order form, the content of C.G.S. Section 4a-60 and 4a-61 is printed on the reverse of every purchase order, as well as any other agreement entered into between SCSU and another party in which review and approval of the Attorney General Office is conducted. Included with this notice is the statement that we will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials who discriminates against members of any class protected under Sections 4a-60 and 4a-61a of the Connecticut General Statutes.

Southern Connecticut State University has worked diligently to meet its SBM- Set Aside goals. Outreach efforts to women and minority owned businesses continue to be enhanced. Due to the fiscal constraints no new initiatives were undertaken to address the need for more and significant diversity among Southern Connecticut State University vendors and contractors. The University has continued its initiatives to increase participation by women and persons of color in Southern Connecticut State University's contract compliance efforts. Initiatives included: compilation of resource listing of businesses in the state and region owned by women and persons of color, meetings with State of Connecticut personnel from Department of Public Works, CHRO and Administrative Services.

Pursuant to contract compliance requirements of C.G.S. Section 4a-60 and minority business enterprise contracting requirements of C.G.S. Section 32-9e, the Small Contractor and Minority Business Enterprises (MBE) Utilization Report and Quarterly Summaries are included in this section. In addition, Southern Connecticut State University has documented instances of good faith efforts and activities taken to

EXTERNAL COMMUNICATION and RECRUITMENT STRATEGIES Section 46a-68-80

CONTRACT COMPLIANCE

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contact Small Contractors and Minority owned business regarding upcoming university bids, in order to award a fair proportion of contracts to Small contractors and minority business enterprises

Southern Connecticut State University Small Contractor and Minority Business Enterprise (MBE) Utilization Reports for the four fiscal year quarters, July 1, 2020 to June 30, 2021 have been included as well as a copy of the Small Business/Minority Set-Aside exemptions submitted for approval. Our quarterly reports show the progress to meet our annual goals. Southern ended the year by exceeding its SBE and MBE goals. Quarterly reports are included in this section.

The university plans to continue to be aggressive in its efforts to attain diversity and equity in the areas of purchasing and contracting. Key university personnel involved in the assignment of contracts continue to meet to discuss ways to improve SCSU's persons of color business. Southern Connecticut State University will continue to find ways to fully comply with the Set-Aside program.

QUARTERLY REPORTS

DAS/SUPPLIER DIVERSITY PROGRAM

FOR

SMALL/MINORITY BUSINESS ENTERPRISES

FISCAL YEAR 2021 (2020-2021)

ANNUAL GOALS CALCULATIONS REPORT

STATE AGENCY NAME- Southern CT State University

AGENCY # - 7804

ADDRESS - 501 Crescent Street, New Haven, CT 06515

AGENCY AMOUNTS FROM ADOPTED FISCAL BUDGET

TOTAL

\$

239,224,639.00

FUNDS

AVAILABLE FROM YOUR FY20 ADOPTED ANNUAL BUDGET (ALL SOURCES - excluding capital improvement funds which will be reported and tracked separately)

TOTAL-

\$

35,006,036.00

PAGE - 2

FEDERALLY FUNDED EXPENDITURES

TOTAL-

\$

176,214,894.31

PAGE- 3

NON-PURCHASING EXPENDITURES

TOTAL

\$

760,317.94

PAGE-4

STATUTE/REQUIRED BUDGETED EXP.

TOTAL-

PAGE-5

\$

23,958,968.97

AGENCY REQUESTED EXEMPTIONS

\$114,637,528

TOTAL CAPITAL IMPROVEMENT FUNDS (This should be the total funds available at the beginning of the fiscal year. You must include backup documentation to support this figure)

Completed By/Title:
Telephone # :
Date Submitted
E-Mail Address
Agency Head/Title (current)

Timothy J. Krauss, Business Analyst
203-392-5715
8/25/2021
krausst1@southernct.edu
President Joe Bertolino

Approved by Supplier Diversity:

MBE TOTAL {Lines A - W}

2021

SUPPLIER DIVERSITY PROGRAM <u>Back-Up Sheets require Totals for each MBE Category</u>

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

SIVIALL	MINORITI BOSINESS ENTERPRISE QUARTE	INLT KLFOKT				
Fisca	al Year Quarter 1	Fiscal Year Period:				
ENTER	THIS QTR-					
Agency Name:	Southern Connecticut State University	Agency Number:		780	04	
Prepared by:	Timothy J Krauss, Business Analyst	E-mail Address:	krausst1@southernct.edu			
Tel. # -	203-392-5715					
	FUNDS AVAILABLE (ALL SOURCES) FROM YOU 1 (Summary Page) From The Annual Goals Calc			\$	239,224,639.00	
1,755	nt Available for Small/Minority Business Program r DAS APPROVED DEDUCTIONS/EXEMPTIO			\$	3,284,422.00	
3) 25% of	line # 2 Total - Set Aside - Small/Minority Busine	ess Enterprises (Combined	d)	\$	821,105.50	
4) 25% of	line # 3 Total- Set Aside - Minority Business En	terprises only		\$	205,276.38	
		QUARTER	Number	YI	EAR TO DATE	Number

		QUARTER	Number			Number Contracts
		TOTALS (\$)	Contracts			
5) Total Agency FY Expenditures for Purchases and Contracts	\$	13,079,003.87	485	\$	13,079,003.87	485
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$	3,607,538.90	82	\$	3,607,538.90	82
7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:						
A) American Indian (N)						
B) Asian (A)	\$		0	\$		0
C) Black (B)	\$	38,000.00	1	\$	38,000.00	1
D) Disabled Individual (D)	\$	10,000.00	2	\$	10,000.00	2
E) Hispanic (H)	\$		0	\$		0
F) Iberian Peninsula (I)						
G) Disabled American Indian (DN)				ra M		
H) Disabled Asian American (DA)						
I) Disabled Black American (DB)						
J) Disabled Hispanic American (DH)						
K) Disabled Iberian Peninsula American (DI)	5 7 6					
L) Woman (W)	\$	162,489.52	21	\$	162,489.52	21
M) Woman American Indian (NW)	HE KO					
N) Woman Asian (AW)						97) - 13 m (2
O) Woman Black (BW)	\$	10,000.00	1	\$	10,000.00	1
P) Woman Disabled (DW)						
Q) Woman Hispanic (HW)	N, Mari					
R) Woman Iberian Peninsula (IW)						
S) Disabled American Indian Woman (DNW)	1 20			100		
T) Disabled Asian American Woman (DAW)						
U) Disabled Black American Woman (DBW)			2007	Q.Q.		
V) Disabled Hispanic American Woman (DHW)						Aug 1
W) Disabled Iberian Peninsula American Woman (DIW)						
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$	10,000.00	2	\$	10,000.00	
WBE TOTAL [Lines L - W]	\$	172,489.52	22	\$	172,489.52	_
		000 400 50	0.5	1 4		75

220,489.52

220,489.52

WBE TOTAL [Lines L - W]

MBE TOTAL {Lines A - W}

FISCAL YEAR

2021

2

2

9,290.00

9,290.00

\$

9.290.00

9,290.00

2

SUPPLIER DIVERSITY PROGRAM <u>Back-Up Sheets require Totals for each MBE Category</u>

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures Please submit a digital copy of this form to Joshua.Goldbeiberg@ct.gov and Stanley.Kenton@ct.gov 1 Fiscal Year Period **Fiscal Year Quarter ENTER** THIS Agency Agency Southern Connecticut State University 7804 Name: Number: E-mail Prepared Timothy J Krauss krausst1@southernct.edu Address: by: 203-392-5715 Tel. # -1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET 114,637,528.00 Page 1 (Summary Page) From The Annual Goals Calculations Report TOTALS (\$) Contracts TOTALS (\$) **Contracts** 2) Total Agency FY Capital Improvements Expenditures for Purchases 2,031,923.22 16 2,031,923.22 16 \$ from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES 3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE: A) American Indian (N) B) Asian (A) C) Black (B) 0 \$ 0 D) Disabled Individual (D) \$ \$ 0 0 \$ E) Hispanic (H) F) Iberian Peninsula (I) G) Disabled American Indian (DN) H) Disabled Asian American (DA) i) Disabled Black American (DB) J) Disabled Hispanic American (DH) K) Disabled Iberian Peninsula American (DI) 9,290.00 2 \$ 9,290.00 2 \$ L) Woman (W) M) Woman American Indian (NW) N) Woman Asian (AW) O) Woman Black (BW) P) Woman Disabled (DW) Q) Woman Hispanic (HW) R) Woman Iberian Peninsula (IW) S) Disabled American Indian Woman (DNW) T) Disabled Asian American Woman (DAW) U) Disabled Black American Woman (DBW) V) Disabled Hispanic American Woman (DHW) W) Disabled Iberian Peninsula American Woman (DIW) 0 \$ 0 DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W) \$

\$

\$

2021

SUPPLIER DIVERSITY PROGRAM

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

NTER	THIS QTR-			
Agency Name:	Southern Connecticut State University	Agency Number:	7804	4
Prepared by:	Timothy J Krauss, Business Analyst	E-mail Address:	krausst1@southern	nct.edu
Tel. # -	203-392-5715			
	FUNDS AVAILABLE (ALL SOURCES) FROM YO 1 (Summary Page) From The Annual Goals Ca		\$ 2	239,224,639.00
	nt Available for Small/Minority Business Progra r DAS APPROVED DEDUCTIONS/EXEMPTI		\$	3,284,422.00
3) 25% of	line # 2 Total - Set Aside - Small/Minority Busi	ness Enterprises (Combine	d) <u>\$</u>	821,105.50
4) 25% of	line # 3 Total- Set Aside - Minority Business E	interprises only	\$	205,276.38

4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only						\$ 205,276.38		
		QUARTER Number				EAR TO DATE	Number	
		TOTA	_S (\$)	Contracts		TOTALS (\$)	Contracts	
5) Total Agency FY Expenditures for Purchases and Contracts	\$		3,867,728.38	302	\$	16,946,732.25	787	
Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$		102,856.00	19	\$	3,710,394.90	101	
7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:								
A) American Indian (N)	0.4			Dell'inav		A SEPARA		
B) Asian (A)	\$			0	\$		0	
C) Black (B)	\$			0	\$	38,000.00	1	
D) Disabled Individual (D)	\$	المحال		0	\$	10,000.00	2	
E) Hispanic (H)	\$			0	\$		0	
F) Iberian Peninsula (I)		21/2/						
G) Disabled American Indian (DN)								
H) Disabled Asian American (DA)	· >>	E COLE			10			
I) Disabled Black American (DB)								
J) Disabled Hispanic American (DH)							1	
K) Disabled Iberian Peninsula American (DI)	mil					1000		
L) Woman (W)	\$		5,020.00	3	\$	167,509.52	24	
M) Woman American Indian (NW)	J. 35	SMA					1	
N) Woman Asian (AW)				30000	100			
O) Woman Black (BW)	\$			0	\$	10,000.00	1	
P) Woman Disabled (DW)								
Q) Woman Hispanic (HW)	ISVE.							
R) Woman Iberian Peninsula (IW)								
S) Disabled American Indian Woman (DNW)		100/10			la es			
T) Disabled Asian American Woman (DAW)								
U) Disabled Black American Woman (DBW)	1, 11							
V) Disabled Hispanic American Woman (DHW)								
W) Disabled Iberian Peninsula American Woman (DIW)								
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$	0, 115	1113	0	\$	10,000.00		
WBE TOTAL [Lines L - W]	\$	one, Vn	5,020.00		\$	177,509.52		
MBE TOTAL {Lines A - W}	\$		5,020.00	3	\$	225,509.52	28	

2021

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures

Please submit a digital copy of this form to Joshua.Goldberberg@ct.gov and Stanley.Kenton@ct.gov

ENTER	THIS QTR-						
Agency Name:	Southern Connecticut State University		Agency Number:	7804			
Prepared by:	Timothy J Krauss		E-mail Address:	krausst1@southernct.edu			
Tel. # -	203-392-5715	1					
17 W. G. C.	CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM Y				\$	114,637,528.00	
Page	1 (Summary Page) From The Annual Goals Calc	ilations Re	port		300	RELATED A STREET	
		т	OTALS (\$)	Contracts		TOTALS (\$)	Contracts
from Sma	ency FY Capital Improvements Expenditures for Purchases all and Minority Contractors. d TOTALS OF SBE AND MBE EXPENDITURES	\$	16,231.19	1	\$	2,048,154.41	17
from Min	ency FY Capital Improvements Expenditures for Purchases ority Business Enterprises (MBE) only. E CATEGORIZE:						
A) Ameri	can Indian (N)						
B) Asian	(A)				100		
C) Black	(B)				18		
D) Disab	led Individual (D)	\$		0	\$		0
E) Hispa	inic (H)	\$		0	\$	ARM TO WELL	0
F) Iberia	n Peninsula (I)			1 3 14 1157			
G) Disab	led American Indian (DN)	12 Harris			100		
H) Disab	oled Asian American (DA)	Valley - 1					
I) Disab	led Black American (DB)						
J) Disab	led Hispanic American (DH)						
K) Disab	oled Iberian Peninsula American (DI)	HAMP					
L) Woma	an (W)	\$		0	\$	9,290.00	2
M) Woma	an American Indian (NW)						
N) Woma	an Asian (AW)						
O) Wom	an Black (BW)						
P) Woma	an Disabled (DW)			ARTES ST			une Pare V
Q) Wom	an Hispanic (HW)				U.		
R) Woma	an Iberian Peninsula (IW)					ALD HOLDING	
S) Disab	oled American Indian Woman (DNW)						
T) Disab	oled Asian American Woman (DAW)			AAT AT	17	LEGINALIS.	
U) Disab	oled Black American Woman (DBW)						
V) Disab	oled Hispanic American Woman (DHW)					A NEW	7
W) Disal	bled Iberian Peninsula American Woman (DIW)				4		
	DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$		0
	WBE TOTAL [Lines L - W]	\$		0	\$	9,290.00	2
	MBE TOTAL {Lines A - W}	\$		0	\$	9,290.00	2

2021

SUPPLIER DIVERSITY PROGRAM Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 3	Fisc	cal Year Period:		onnar Legge		
ENTER THIS QTR-	-					
Agency Name: Southern Connecticut State University	Agency Number:		78	804		
Prepared by: Timothy J Krauss, Business Analyst		E-mail Address:	krausst1@southernct.edu		ernct.edu	
Tel. # - 203-392-5715	1					
1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOU	JR ADO	OPTED BUDGET		\$	239,224,639.00	
Page 1 (Summary Page) From The Annual Goals Calc 2) Amount Available for Small/Minority Business Program	arver.	is Report		\$	3,284,422.00	
after DAS APPROVED DEDUCTIONS/EXEMPTIO		harriaga (Cambinad)		\$	821,105,50	
3) 25% of line # 2 Total - Set Aside - Small/Minority Busine						
4) 25% of line # 3 Total- Set Aside - Minority Business En	terpris	es only		\$	205,276.38	Walter State
	Ė	QUARTER	Number		YEAR TO DATE	Number
		TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$	4,261,486.06	324	\$	21,208,218.31	1,111
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$	594,535.11	34	\$	4,304,930.01	135
7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:						
A) American Indian (N)	9-510					
B) Asian (A)	\$	66,390.59	Q	\$	66,390.59	1
C) Black (B)	\$		0	\$	38,000.00	1
D) Disabled Individual (D)	\$		0	\$	10,000.00	2
E) Hispanic (H)	\$		0	\$		0
F) Iberian Peninsula (I)						
G) Disabled American Indian (DN)						FEE 7/4
H) Disabled Asian American (DA)						
i) Disabled Black American (DB)						
J) Disabled Hispanic American (DH)	15					Sele U
K) Disabled Iberian Peninsula American (DI)	-121.5=					
L) Woman (W)	\$	138,237.48	8	\$	305,747.00	32
M) Woman American Indian (NW)						
N) Woman Asian (AW)				W.		
O) Woman Black (BW)	\$		0	\$	10,000.00	1
P) Woman Disabled (DW)	0 27				STATE OF THE PARTY OF	
Q) Woman Hispanic (HW)	\$	9,400.00	1	\$	9,400.00	.1
R) Woman Iberian Peninsula (IW)	E.H.					
S) Disabled American Indian Woman (DNW)	I CEY					
T) Disabled Asian American Woman (DAW)	The				255 FEAT	
U) Disabled Black American Woman (DBW)	N/N/S					
V) Disabled Hispanic American Woman (DHW)						m 2 h
W) Disabled Iberian Peninsula American Woman (DIW)						
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$		
WBE TOTAL [Lines L - W]	\$	147,637.48		\$		
MBE TOTAL (Lines A - W)	\$	214,028.07	10	\$	439,537.59	38

2021

SUPPLIER DIVERSITY PROGRAM <u>Back-Up Sheets require Totals for each MBE Category</u>

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures

Please submit a digital copy of this form to Joshua.Goldbei berg@ct.gov and Stanley.Kenton@ct.gov

Fisca	al Year Quarter 3	Fiscal	Year Period				
ENTER	THIS QTR-						
Agency Name:	Southern Connecticut State University	Agency Number:			78	04	
Prepared by:	Timothy J Krauss	E-mail krausst1@souther Address:			rnct.edu		
Tel. # -	203-392-5715						
	CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM \ 1 (Summary Page) From The Annual Goals Calc				\$	114,637,528.00	
			TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
from Sma	ency FY Capital Improvements Expenditures for Purchases all and Minority Contractors.	\$	241,304.81	12	\$	2,289,459.22	29
from Min	ency FY Capital Improvements Expenditures for Purchases ority Business Enterprises (MBE) only. E CATEGORIZE:			1			
A) Ameri	can Indian (N)						58 minus
B) Asian	(A)	\$	46,133.29	1	\$	46,133.29	1.1.
C) Black	(B)						
D) Disab	led Individual (D)	\$		0	\$		0
E) Hispa	anic (H)	\$		0	\$		0
F) Iberia	n Peninsula (I)						
G) Disab	oled American Indian (DN)						
H) Disab	bled Asian American (DA)				10.3		
I) Disab	oled Black American (DB)						
J) Disab	oled Hispanic American (DH)		Transplate Light Sec.	Alexandria	setting.		
K) Disat	bled Iberian Peninsula American (DI)	T. 5					
L) Wom	an (W)	\$	57,848.08	3	\$	67,138.08	5
M) Woma	an American Indian (NW)	4.4					
N) Wom	an Asian (AW)	102 8					
O) Wom	nan Black (BW)	, Ya Yasa					
P) Wom	an Disabled (DW)						
Q) Wom	nan Hispanic (HW)			Part SE			
R) Wom	an Iberian Peninsula (IW)						
S) Disat	bled American Indian Woman (DNW)			Janes C			
T) Disat	bled Asian American Woman (DAW)				li ti		
U) Disal	bled Black American Woman (DBW)	4508.46					
V) Disal	bled Hispanic American Woman (DHW)						
W) Disa	bled Iberian Peninsula American Woman (DIW)	ALSO					
	DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$		0
	WBE TOTAL [Lines L - W]	\$	57,848.08		\$	67,138.08	5
	MBE TOTAL {Lines A - W}	\$	103,981.37	4	\$	113,271.37	6

2021

SUPPLIER DIVERSITY PROGRAM

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fisc	al Year Quarter	4	Fiscal Year Period:	
ENTER	THIS QTR-			
Agency Name:	Southern Conne	cticut State University	Agency Number:	7804
Prepared by:	Timothy J Kraus	s, Business Analyst	E-mail Address:	krausst1@southernct.edu
Tel. # -	203-392-5715			C
		BLE (ALL SOURCES) FROM YO ge) From The Annual Goals Cal		\$ 239,224,639.00
2) Amou	nt Available for S	mall/Minority Business Program ED DEDUCTIONS/EXEMPTIC	n	\$ 3,284,422.00
3) 25% o	f line # 2 Total - S	et Aside - Small/Minority Busin	ess Enterprises (Combine	\$ 821,105.50
4) 25% o	f line # 3 Total- S	et Aside - Minority Business Er	nterprises only	\$ 205,276.38

4) 25% of line # 3 Total- Set Aside - Minority Business En	terpris	ses only		\$	205,276.38	
	QUARTER Number			YEAR TO DATE		Number
	C	TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$	13,247,205.85	499	\$	34,455,424.16	1,610
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$	1,816,913.40	54	\$	6,121,843.41	189
7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:						
A) American Indian (N)						
B) Asian (A)	\$		0	\$	66,390.59	1
C) Black (B)	\$		0	\$	38,000.00	1.
D) Disabled Individual (D)	\$		0	\$	10,000.00	2
E) Hispanic (H)	\$		0	\$		0
F) Iberian Peninsula (I)						
G) Disabled American Indian (DN)						
H) Disabled Asian American (DA)	3, 10					
l) Disabled Black American (DB)						
J) Disabled Hispanic American (DH)	III					
K) Disabled Iberian Peninsula American (DI)				BA		
L) Woman (W)	\$	149,244.00	13	\$	454,991.00	45
M) Woman American Indian (NW)			PATRICE AND			The second
N) Woman Asian (AW)				lie i		
O) Woman Black (BW)	\$		0	\$	10,000.00	1
P) Woman Disabled (DW)	WS.					
Q) Woman Hispanic (HW)	\$		1	\$	9,400.00	1
R) Woman Iberian Peninsula (IW)						
S) Disabled American Indian Woman (DNW)	W-11					
T) Disabled Asian American Woman (DAW)	100					
U) Disabled Black American Woman (DBW)	11032				Especial Section	Post Contract
V) Disabled Hispanic American Woman (DHW)	sim					
W) Disabled Iberian Peninsula American Woman (DIW)						
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$	10,000.00	
WBE TOTAL [Lines L - W]	\$	149,244.00	14	\$	474,391.00	
MBE TOTAL {Lines A - W}	\$	149,244.00	14	\$	588,781.59	51

2021

Back-Up Sheets require Totals for each MBE Category SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures

Please submit a digital copy of this form to Joshua.Goldbeiberg@ct.gov and Stanley.Kenton@ct.gov

ENTER	THIS QTR-						
Agency Name:	Southern Connecticut State University		Agency Number:	7804			
Prepared by:	Timothy J Krauss		E-mail Address:	krausst1@southernct.edu			
Tel. # -	203-392-5715]					
	CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM Y				\$	114,637,528.00	
Page	e 1 (Summary Page) From The Annual Goals Calc	liations h	кероп				
			TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
from Sma	ency FY Capital Improvements Expenditures for Purchases all and Minority Contractors.	\$	1,355,547.72	14	\$	3,645,006.94	43
from Min	ency FY Capital Improvements Expenditures for Purchases ority Business Enterprises (MBE) only. E CATEGORIZE:						
A) Americ	can Indian (N)						
B) Asian	(A)	\$		0	\$	46,133.29	1
C) Black	(B)				100		55.4411412
D) Disab	led Individual (D)	\$		0	\$	公司 (1) 医大型电影	0
E) Hispa	anic (H)	\$		0	\$		0
F) Iberia	n Peninsula (I)						
G) Disab	led American Indian (DN)				1		
H) Disab	oled Asian American (DA)			134 7 3 183			
l) Disab	led Black American (DB)		Rasilla Shawa		123		March 1
J) Disab	eled Hispanic American (DH)						
K) Disab	oled Iberian Peninsula American (DI)	44 88					
L) Woma	an (W)	\$	29,400.00	1	\$	96,538.08	6
M) Woma	an American Indian (NW)						
N) Wom	an Asian (AW)	2W (Q-1)	N. C. T. T. TOOLS	HE WARR			EAR N
O) Wom	an Black (BW)						
P) Woma	an Disabled (DW)						
Q) Wom	an Hispanic (HW)			15 16 2 19	130		
R) Wom	an Iberian Peninsula (IW)						
S) Disab	oled American Indian Woman (DNW)						
T) Disab	oled Asian American Woman (DAW)						
U) Disat	bled Black American Woman (DBW)						
V) Disab	oled Hispanic American Woman (DHW)						The Table
W) Disal	bled Iberian Peninsula American Woman (DIW)						
	DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$		0
	WBE TOTAL [Lines L - W]	\$	29,400.00	1	\$	96,538.08	6
	MBE TOTAL {Lines A - W}	\$	29,400.00	1	\$	142,671.37	7

4. Assignment of Responsibility & Monitoring Section 46a-68-81

ASSIGNMENT OF RESPONSIBILITY and MONITORING

Section 46a-68-81 Appointing Authority

(a) The ultimate responsibility for the implementation of affirmative action process and program rests with University President, Joseph Bertolino, Ed.D, and with the Board of Regents for Higher Education, the Connecticut State Colleges and Universities (CSCU). Joseph Bertolino is the Chief Executive Officer of the University and is responsible for carrying out and enforcing all policies and regulations adopted by the Board of Regents for Higher Education.

The President is familiar with all affirmative action requirements and directives; appoints competent staff with the appropriate status, authority, and time to effectively design and implement the Affirmative Action Plan; and is responsible for the performance of the affirmative action program.

- (b) The President assigns to employees such duties and responsibilities necessary for the development and implementation of the Affirmative Action Plan. To acquaint employees with their specific responsibilities under the plan, the appointing authority regularly schedules meetings that emphasize:
 - 1. Human relations and inter-group relations;
 - 2. Nondiscriminatory employment practices;
 - 3. The legal authority for affirmative action and the appointing authority's commitment thereto;
 - 4. Review of the Affirmative Action Plan;
 - 5. Identification of obstacles in meeting the goals of the Affirmative Action Plan.
- (c) (h)The Director of the Office of Diversity and Equity Programs is responsible for the management and implementation of the University's Affirmative Action Plan. This position reports directly to the President on affirmative action matters and is a member of the President's leadership Council. Ms. Paula Rice serves as the Director for the Office of Diversity and Equity and the University's Title IX coordinator. Ms Rice had dotted line reporting relationship to the newly hired VP of Diversity, Equity and Inclusion.

The responsibilities of the Director of Diversity and Equity Programs are as follows: develop, coordinate, evaluate, monitor, report on and implement the Affirmative Action Plan including the following specific functions:

1. With appropriate consultation, write revisions to the Affirmative Action Plan and communicate such revisions, upon the President's approval, to the

- appropriate State or Federal agencies or offices, and serve as the principal contact with state and federal representatives in affirmative action and with 504 compliance reviews for the Southern Connecticut State University.
- 2. Complete all equal employment opportunity or affirmative action documents, reports and forms as may be required by governmental regulatory agencies, including but not necessarily limited to, the Commission on Human Rights and Opportunities, Office of Civil Rights, Commission on Higher Education, Department of Education, and other such agencies. In preparing these reporting requirements, staff in the Human Resources Office, and the Office of Institutional Research, are available for providing statistical data and analysis whenever necessary.
- 3. Review, analyze, and evaluate all relevant reports and data for their accuracy and implications for affirmative action goals, and report on the status of minorities and women at the University as reflected in such reports and data.
- 4. Maintains a systematic procedure for monitoring the hiring processes and all phases of the Affirmative Action Plan. Meets with all search committees to discuss the compliance of the search process.
- 5. Developing a specific program of regular evaluation to determine the effectiveness of the University's affirmative action program.
- Advise and inform those persons involved in the hiring and promotion process, through written guidelines and orientation training, of the legal requirements and of the University's procedures for recruiting, hiring, interviewing and counseling, and monitoring all hiring and promotional actions.
- 7. Develop and maintain contact with recruiting sources and organizations serving members of protected classes. Monitor the advertising of position vacancies, internally and externally to attract qualified persons of color and goal candidates.
- 8. Coordinate the communication of affirmative action information and changes to the laws all employees and applicants
- 9. Develop and coordinate an advisory structure within the University.
- 10. Report to the President of the University and to the University community, throughout the year regarding the status and progress of the Affirmative Action Plan.
- 11. Inform all University personnel of developments in affirmative action, equal employment opportunity, diversity laws, statutues and regulations.

- 12. Conduct annual training, information sessions, Title IX training sessions, orientations and reviews for all agency personnel regarding affirmative action obligations and related laws.
- (d) In accordance with the regulations, the feasibility of an employee advisory committee was considered. No committee functions specifically as Employee Advisory Committee. Historically, the University has maintained several committees that address issues of diversity and specific concerns of employees at the University.

The Minority Mentoring and Recruitment Committee for administrative faculty and the Minority Recruitment and Retention Committee for instructional faculty are charged to also promote diversity and support minority hiring and retention, and professional development as specified in their collective bargaining agreements.

The AAUP teaching faculty Minority Recruitment and Retention Committee met virtually to discuss recruitment and retention strategies for minority faculty. The committee awarded several grants to minority faculty for professional development to ensure promotion and tenure. The Committee focused on reviewing retention data specifically for non-tenured minority faculty. The committee met virtually with newly hired minority faculty members to answer questions and review files for renewal, promotion, and tenure applications. Additionally, grant funds were utilized to absorb moving expenses for minority faculty hires and provided grant awards for non-tenure minority faculty.

The SUOAF administrative faculty Minority Recruitment and Mentoring Committee met virtually during this academic year to develop programs to assist in the achievement of the committee's mission. The Committee hosted sevreal virtual personal and professional development programs for minority SUOAF employees. The Committees continues review and develop strategies to assist in the recruitment and retention of minority employees. The committee's grant program has provided grants opportunities and awarded several grants for minority faculty to attend professional development workshops and seminars.

The Minority Recruitment and Retention Committee (MRRC) meets for an hour monthly in the Fall and Spring semesters. Members of the committee include:

MRRC	Race/Sex	Job Title
Brandon Hutchinson	BF	Associate Professor
Gladys Labas	HF	Associate Professor
Sobeira Latorre	WF	Associate Professor
Yi-Chun T Lin	AF	Professor
Doris Marino	BF	Associate Professor
Paula Rice	BF	Director, Diversity & Equity
Sousan Arafeh	WF	Associate Professor

Kari Swanson WF Librarian

The Minority Recruitment and Mentoring Committee MRMC meets monthly in the Fall and Spring semesters. Members of the committee include:

MRMC	Race/Sex	Job Title
Dian Brown Albert	BF	Coord of Multicultural Affairs
Megane Watkins	BF	Campus One Card Admin.
Ajjay Chhabra	AM	Fin Info. System Support Spec.
James Barber	BM	Dir of Community Engagement
Rob Demezzo	WM	Director of Residence Life
Anna Rivera- Alfaro	HF	Asst. Director of Transfer Adv
Paula Rice	BF	Director, Diversity & Equity
Ebonee Brown	BF	Assistant Registrar

Under the leadership of the VP of Diversity, Equity and Inclusion (DEI), the University established the DEI Advisory Council. The DEI Council met throughout the Spring semester. Members of the committee include:

Name	Race/Sex	Job Title
Diane Ariza	HF	VP of Diversity, Equity and Inclusion
Tracy Tyree	WF	VP of Student Affairs
Steve Hoffler	BM	Associate Professor
Dian Brown-Albert	BF	Coord of Multicultural Affairs
Brandon Hutchinson	BF	Associate Professor
Betsy Beacom	WF	Writer/ Editor Inergrated Cmmunication & Marketing
Andreina Barajas	HF	Student
Cassandra Lang	BF	Administrative Assistant
Renea DaCosta	BF	Graduate Student
Estaban Garcia	HM	Associate Bursar
Richard Gogswell	BM	Director of Custodial and Ground
Vu Trieu	AM	Director User Services
Angela Lopez-Valasquez	HF	Associate Professor
Paula Rice	BF	Director, Diversity & Equity
Tiana Williams	BF	Assistant Director of Annual Giving
Sir Snowden	BM	Assistant Director Admissions
Merideth Sinclair	WF	Associate Professor
Trudy Milburn	HF	Associate Vice President for Academic Affairs

- (e) The University evaluates and monitors the affirmative action performance of any employee assigned affirmative action responsibilities. Subject to the provisions of Chapters 67 and 68 of the Connecticut General Statutes, such performance is considered in promotion, merit increase decisions and ratings.
- (f) No employee shall be coerced, intimidated, or retaliated against by the agency or any person for performing any of the duties recited in this section. Any person so aggrieved may file a complaint with the Commission on Human Rights and

Opportunities of the State of Connecticut, provided that nothing herein shall preclude an agency from disciplining or discharging an employee for just cause.

(g) The University shall maintain a record of each person by name, race, sex, position or position classification, and percentage of time devoted to duties relating to Affirmative Action and Equal Employment Opportunity responsibilities.

The University has identified those people who have specific responsibilities in the development and/or implementation of the Affirmative Action Plan. Affirmative Action activity for searches is documented and records are maintained by the Director of the Office of Diversity and Equity Programs (ODE). The Director of Diversity and Equity and the ODE staff are the employees directly involved in the development of the plan. Staff in the Human Resources Office also assist with data support to develop the Affirmative Action Plan.

The Chief Human Resource Officer, human resources administrators assist with the development, coordination, and implementation of human resources policy, practices and programs and provide effective advice and recommendations on proper human resources management practices, including ensuring that equal opportunity and affirmative action procedures in recruiting, hiring, interviewing, record keeping and evaluating progress are observed.

Other responsibilities of the Office of Human resoucers include the assignment of an HR staff to serve as a member of all unclassified and classifieds searches to assure that the affirmative action procedures are being implemented in the employment process through involvement in recruiting, interviewing, hiring, evaluating, promoting or counseling employees, including their counterparts throughout the academic and administrative structure. In addition the HR Office is responsible on a continuing basis for thorough knowledge of federal, state, and the University affirmative action requirements.

Deans, managers, administrators and supervisors, including department chairpersons and division directors, are fully responsible for implementing those aspects of the affirmative action program related to their respective areas of concern. This includes recruitment, interviewing, hiring, evaluating, promoting and counseling Managers, Administrators and supervisors. They are required to submit to clear job descriptions and procedures used for the active recruitment of minorities, females, and other protected groups and all search related paperwork throughout the recruitment process to the Director of Diversity and Equity Programs.

First line supervisors are responsible for ensuring that employees are aware of their rights and opportunities, and should make their respective supervisors or department heads cognizant of problems or areas of dissension. Managers and supervisors are evaluated and monitored in their affirmative action performance on a continual basis.

NAME - TITLE	% OF TIME ON AF	
Paula Rice Director of Diversity And Equity Programs	BF	100%
Diane Ariza VP Diversity, Equity and Inclusion	HF	50%
Mildred Hernandez Verdejo CSU Administrative Assistant	HF	50%
Cynthia Shea-Luzik Manager of Contract Compliance and Procure	ment WF	20%
Robert Prezant Vice President of Academic Affairs	WM	20%
Tracy Tyree Vice President Student & University Affairs	WF	20%
Michael Keagan Vice President Instituional Advancement	WM	20%
Julie Edstrom Associate Vice President Enrollment managen	nent WM	20%
Mark Rozewski Executive President for Finance & Administrat	ion WM	20%
Denis Reiman Chief Information and Technology	WM	20%
Steve Weinberger Director of Labor Relations and Employment C	WM Officer	20%
LeKecia Anderson, Darci Carson, University HR Administrator	BF	20%
Tisha Miller University HR Administrator	OF	20%
Fran Poole, HR Associates/Assistant	BF	20%
Joseph Bertolino President	WM	10%
Deans.Managers,and Supervisors		10%
DEI Advisory Council, MRRC, MRMC		10%

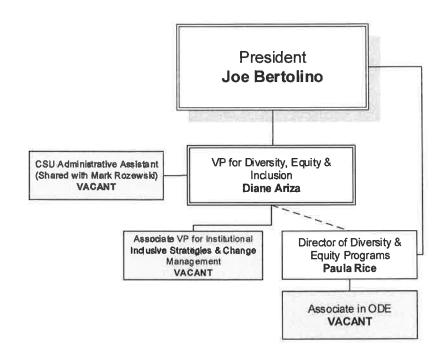
- (h) The University will monitor and evaluate programs essential for a successful affirmative action plan utilizing a system providing for goals and initiative and periodic evaluation. Through the combined efforts of the president, the Director for Diversity and Equity Programs, and the President's leadership team the University will evaluate the effectiveness of the affirmative action program. Additionally, feedback or recommendations from campus personnel, either verbal or written, is continually invited, accepted and reviewed.
- 1) The Affirmative Action Plan is subject to ongoing review and evaluation by the Director for Diversity and Equity Programs in conjunction with the President and cabinet to revise any goals, objectives or programs in order to meet changes in the university's employment situation.
- 2) Supervisors' performance, and their policies and procedures are reviewed at to evaluate their progress and efforts in achieving affirmative action goals and objectives.
- 3) The affirmative action program is also reviewed periodically to determine what, if any, barriers there might be to the effective implementation of the program and achievement of program goals and timetables.

Summary of activities taken to satisfy the requirement of this section in this reporting period:

- 1. The Director of Diversity and Equity Programs met with faculty and staff to discuss affirmative action goals, diversity issues, sexual harassment training and other non-discriminating employment practices.
- 2. Staff from the Office of Diversity and Equity Programs consulted with all search chairs or department chairs throughput the search process to discuss effective search procedures and necessary data collection and submission of information for the Affirmative Action Plan.
- The Director of Diversity and Equity Programs met with new faculty to discuss the University's policies on nondiscrimination and sexual harassment and to answer questions on academic legal issues, non-discriminatory employment practices.
- 4. The President, the Vice Presidents, and the Director of Diversity and Equity Programs scheduled meetings where employees were acquainted with their specific responsibilities in the Affirmative Action Plan.

- 5. Members of the Office of Diversity and Equity Programs participated in the state-mandated training, and attended workshops on race and human relations.
- 6. The President, the Vice Presidents, and the Director of Diversity and Equity also met with the MRMC and MRRC to address the affirmative action issues with regard to hiring and retaining minority faculty. The faculty and administrative minority recruitment and retention committees meet regularly during the semester.
- 8. At the outset of the academic year, the hiring goals for all occupational categories are distributed to leadership and to personnel involved in the search and hiring process. A set of the goals was given to search committee chairs.
- 9. The Office of Diversity and Equity Programs continued its efforts to educate search committees and search committee chairpersons, emphasizing the importance of meeting hiring goals, especially in the faculty, executive, administrative, managerial, and professional non-faculty occupational categories, where national searches are conducted.
- 10. At a minimum, the following steps were taken by the Director for Diversity and Equity Programs to enforce the plan:
 - a. Approval of advertisements for all positions searches to ensure that no discriminatory language is used and the university is recognized as an affirmative action-equal opportunity employer.
 - b. Approval of membership on search committees for all positions.
 - c. One or more meetings with every search committee to discuss affirmative action goals, recruitment strategies, nondiscriminatory interviewing, and search procedures.
 - d. Approval of all interviews.
 - e. Approval of all search files acknowledging the affirmative action procedures have been followed.
 - f. Approval of all university external publications to ensure that the compliance policy is printed.
 - g. Identification of female and minority applicants: all applicants for unclassified positions are asked to fill out online and an affirmative action response card. All responses are recorded by race, gender, veteran, and disability status into an Excel database for each position. These files are confidentially maintained in the Office of Diversity and Equity Programs.
 - h. Advise management that searches can be extended or closed when the applicant pool is of insufficient size for the particular discipline or the search committee cannot demonstrate a good faith effort to recruit a diverse pool of applicants.

As of August 2021



Green = Emergency

Blue = Interim

Yellow = Vacancy

5. Organizational Analysis Section 46a-68-82

JOB TITLE STUDY

(These are titles used by the agency. Not all titles/positions are currently filled. Titles listed in italics are in order from bottom to top representing the lines of progression)

UNCLASSIFIED

OFFICE OF ACADEMIC AFFAIRS

Provost/Vice President Academic Affairs
Associate Vice President Academic Affairs
Associate Vice President for Strategic Initiatives and Outreach

Academic Schools

Arts & Sciences
Dean, School of Arts and Sciences
Associate Dean, School of Arts and Sciences

Education

Dean, School of Education Associate Dean, School of Education

Business

Dean, School of Business & Economics Assistant to Dean/Accreditation Coordinator Director of MBA Program

School of Health and Human Services
Dean, School of Health and Human Services
Associate Dean, School of Health and Human Services
Director of Field Experience & MSW Administrator
Clinical Coordinator Nursing

School of Graduate Studies Research and Innovation
Dean of Graduate Studies
Associate Dean
Sponsored Programs and Research
Associate Director of SPAR
Assistant Director Post-Award

Institutional Effectiveness

Associate Vice President for Institutional Effectiveness Director of Assessment Planner Analyst, Assessment Business Manager, Assessment & Planning Assistant Director of Institutional Research

Faculty Development

Director of faculty development Associate in faculty development

First Year Experience (FYE) Office

Director of FYE Assistant director of FYE

Faculty

Professor
Associate Professor
Assistant Professor
Coaches I, II, III & IV
Athletic Trainer 2
Instructor
Lecturers; Levels A, B, C, and D

Library Services

Director of Library Services Librarian Associate Librarian Assistant Librarian

International Education

Director of International Education Assistant Director of International Education Assistant Director, Programs abroad Assistant Director /Int'l Student Advisor Immigration Specialist

Education Department

Director of Field Experience-School of Education Certification & Title II Officer Coordinator of Student Services Coordinator Student Services Administrator, Educational Leadership

ENROLLMENT MANAGEMENT

Associate Vice President for Enrollment Management

Admissions

Director of Admissions
Associate Director of Admissions
Assistant Director of Admissions

Graduate Admissions

Director of Graduate Admissions
Associate Director of Graduate Studies
Assistant Director of Graduate Admissions

Registrar

Registrar Associate Registrar Assistant Registrar

Academic and Career Advising

Director of Academic and Career Advising Associate Director of Academic Advising Assistant Director of Academic Career Advising Coordinator of Employer Recruitment

Financial Aid

Director of Financial Aid & Scholarships
Associate Director of Financial Aid
Assistant Director of Financial Aid
Financial Aid Systems and Compliance Specialist
Financial Aid Counselor

FINANCE AND ADMINISTRATION

Executive Vice President Finance and Administration

Controller

University Controller Director of Accounting Services Financial Analyst **Grants Fiscal Associate**

Card Office

Director of Financial Business Applications Campus One Card Administrator Accounts Payable Coordinator

Payroll

Payroll Coordinator

Bursar's Office

Bursar

Assistant Bursar/Cash Management Assistant Bursar/Federal Programs Director of Financial Planning and Information Services Financial Information System Support Specialist

Procurement and Contract Compliance

Manager Contract Compliance and Procurement Procurement Card Program Administrator University Records Specialist **Business Analyst**

Facilities Operations

Associate Vice President for Capital Budget and Facilities Operations Director of Facilities Engineering Director of Facilities Planning & Architectural Services Assistant Director of Facility Plan/Arch Services Coordinator of University Construction & Facilities Management Director Environmental Health & Safety Director of Facilities Operations Services **Assistant Director Facilities Operations** Assistant Property Control Coordinator

Director of Custodial Services

Associate Director of Custodial & Grounds Services

Sustainability Coordinator Recycling Coordinator Accounting and Budget Assistant

University Police

Chief of Police/Director of Public Safety
Deputy Chief of Police, Associate Director of Public Safety

Office of Human Resources

Chief Human Resources Officer University HR Administrator Associate in Human Resources Assistant in Human Resources

STUDENT AFFAIRS

Vice President of Student Affairs
Associate Vice President of Student Affairs
Assistant Vice President-Dean of Student Affairs
Assistant Vice President Student Affairs

Student Conduct

Assistant Dean and Director of Student Conduct Assistant Director of Student Conduct

Health Services

Director of Health Services Associate Director of Health and Wellness Services Assistant Director of Health Services College Nurse Practitioner (APRN)

Counseling Services

Director of Counseling Services
Associate Director of Counseling Services
Counselor
Assistant Counselor

Director of Student Life

Director of Student Life
Associate Director of Student Life
Assistant Director of Student Life
Assistant Director of Student Life for Clubs & Organizations

Violence Prevention Victim Advocacy Center (VPAS)

Coordinator of VPAS Sexual Assault and Prevention Specialist

Disability Resources

Director of Disabilities Resources Assistant Director Disability Resources Disability Specialist

Student Success Center

Director of Academic Student Success
Associate Director of Academic Success Center

Student Center

Director of Student Center
Associate Director University Student Center
Assistant Director of Student Center/Coordinator of Conference Services
Manager of Technology Systems for ASC
Assistant Director of Student Center Fitness

Residence Life

Director of Residence Life
Associate Director of Housing Operations
Assistant to the Director of Residence Life
Housing Assignment Coordinator
Associate Director of Residence Education and Community Development
Residence Hall Director

Lyman Performing Arts Center

Director of Lyman Center Associate Director Student Activities and Special Events Assistant Director of Lyman Center Assistant Director of Business Services

Athletics

Director of Intercollegiate Athletics
Associate Director of Athletics
Associate Director of Athletics/Communication
Assistant Director of Athletics
Assistant Director/Athletic Equipment Manager
Assistant Director of Athletics/Fiscal Administrator
Assistant Compliance Coordinator
Assistant Coordinator Athletics
Coordinator Athletic Facilities

INSTITUTIONAL ADVANCEMENT

Vice President Institutional Advancement
Associate to Vice President Institutional Advancement

Annual Giving

Director of Annual Leadership Giving Assistant Director of IA, Annual Giving Prospect Research Officer

Alumni Relations

Director of Alumni Relations Assistant Director of Alumni Relations Business Manager, IA Foundation Manager Assistant to the Business Manager User Support Specialist

Public Affairs

Director of Public Affairs
Assistant Director of Public Affairs
University Writer/Editor
Assistant Manager of Internet Services
Coordinator of Graphic Services

INFORMATION TECHNOLOGY

Chief Information Officer

Associate Chief Information Officer

Director of Academic Technologies

Director of IS Computing and Infrastructures

Director of IS System and Application

Director of Information Systems -Tech Administration

Director Technology Administration

Director of ERP Application Services

System Manager

Enterprise Infrastructure Manager

Telecommunications Manager

Voice & Video Network Manager

Enterprise Infrastructure Administrator (Unix)

Enterprise Infrastructure Administrator (Database)

Enterprise Infrastructure Administrator

Coordinator of Academic Technologies

Network Administrator

Web Application Development

Tech Support Analyst

Director of ERP Application Services

Customer Support Center Lead

Tech Support Engineer

Coordinator of High Tech Classrooms

Programmer Specialist

Infrastructure Support Specialist

Technical Support Specialist (LAN)

Student Information System Banner/ERP Specialist

UNCLASSIFIED POSITIONS WITHOUT LINES OF PROGRESSION

Administrative Operations Assistant

Assistant Program Manager (Physics)

Associate Dean of Student Affairs

Associate in Diversity and Equity

Chemistry Stockroom Manager

Coordinator of Academic Resources

Coordinator of Multicultural Center

Coordinator of Substance Abuse Programs (Drug & Alcohol Resource Center)

Coordinator of Summer Educational Opportunity Programs

Coordinator of the Wellness Center

Coordinator of Veterans and Military Service

CSU Administrative Assistant

Director of Diversity and Equity Programs

Director of Institutional Research

Director of New Students & Sophomore Programs

Director of Women's Programs

Faculty Development Associate

TITLES AT TOP OF THEIR LINE OF PROGRESSION WITHOUT FURTHER LINES OF PROGRESSION

Associate Vice President for Capital Budget and Facilities Operations Director of

Director of Community Engagement

Associate Vice President for Institutional Effectiveness

Bursar

Chief Human Resources Officer

Chief Information Officer

Chief of Police/Director of Public Safety Director of Student Life

Coordinator of VPAS

Director of Academic Student Success

Director of Campaign Operations

Director of Counseling Services

Director of Disabilities Resources

Director of Financial Aid & Scholarships

Director of Health Services

Director of Intercollegiate Athletics

Director of Intercollegiate Athletics

Director of Lyman Center

Director of Residence Life

Director of Student Center

Director Residence Life

University Controller

Vice President of Diversity, Equity & Inclusion

Vice President Institutional Advancement

B. CLASSIFIED

Supervising Accountant
Accountant
Associate Accountant
Fiscal Administrative Assistant

Purchasing Services Officer
Purchasing Assistant
Contract Compliance Specialist

Office Supervisor Administrative Assistant Office Auto System Spec Secretary 2 Secretary 1 Office Assistant Clerk Typist

Payroll Clerk
Processing Technician
Head Cash Accounting Clerk
Head Clerk
Clerk

Mail Services Supervisor Mail Handler Mail Handler Trainee Messenger & Supply Clerk

Material Storage Supervisor Storekeeper Bookstore Assistant Collection Agent

Telecommunications Operator Lead Telephone Operator Telephone Operator

Supervising Communications Therapist Communication Therapist

Library Technician Library Technical Assistant

Classified-continued

Supervising Stationary Engineer Stationary Engineer Plant Facility Engineer Environmental Health & Safety Coordinator

Maintenance Services Supervisor
Building Maintenance Supervisor
Qualified Craft Worker, Automobile Mechanic
Qualified Craft Worker, Carpenter
Qualified Craft Worker, Electrician
Qualified Craft Worker, Locksmith
Qualified Crafts Worker, Painter
Qualified Crafts Worker, Plumber
Qualified Crafts Worker, HVAC
Qualified Crafts Worker, General Trades
Material Storage Supervisor

Police Lieutenant
Police Sergeant
Detective
Police Officer
Protective Services Trainee
Telecommunications Dispatcher

Building and Grounds Patrol Officer Building Superintendent Supervising Custodian Skilled Maintainer Lead Custodian Maintainer Custodian

OCCUPATIONAL CATEGORY STUDY EXECUTIVE, ADMINISTRATIVE & MANAGERIAL

These are titles used by the agency. Not all titles/positions are currently filled.

Titles are grouped in order of ranking

TI	TLE	SALARY RANGE
•	President	305,000
•	Provost/Vice President Academic Affairs	191,386 – 287,078
•	Executive Vice President for Finance & Admin	
•	Vice President Student and University Affairs	
•	Vice President Institutional Advancement	162,893 – 244,339
•	Chief Information Officer	
•	Chief of Staff	
•	Dean, School of Arts and Sciences	138,432 – 207,648
•	Dean, School of Business and Economic	
•	Dean, School of Graduate Studies	
•	Dean, School of Health and Human Services	
•	Dean of Education	
•	Director of Public Safety	
•	Associate VP for Institutional Effectiveness	
•	Associate VP for Enrollment Management	
•	Associate VP for Strategic Initiatives and Outreach	118,003 – 177,005
•	Assistant VP/Dean of Student Affairs	
•	Associate VP Capital Budgets and Facility Planning	
•	Associate VP /Institutional Advancement	118,003 – 177,005
•	Assistant Vice President/ Deans	
•	Associate Vice President Academic Affairs	
•	Director of Employee and Labor Relations	
•	Director of Diversity & Equity Programs	118,003 – 177,005
•	Associate CIO	
A	dministrator 7	99,063 – 148,477

Director Library Services

Director of Intercollegiate Athletics

Director of Graduate Admissions

Director of Health Services

Director of Public Affairs

Director of Admissions

University Controller

Associate Dean School of Art & Sciences

Associate Dean Student Affairs

Associate Dean Graduate and Continuing Education

Associate Dean School of Education

Associate Dean School of Health & Human Services

•	Administrator 6	
	Director of Student Center	
	Director of Financial Aid & Scholarships	
	Director of Student Life	
	Director of Communication Engagement	
	Director of Learning Resource Center	
	Director of Career Services	
	Director of Housing	
	Director of Counseling Services	
	Director of Information System- Tech Administration	
	Director of IS System & Applications	
	Director of Comp & Infrastructure	
	Director of Special Academic Programs	
	Director of Academic & Career Advising	
	Assistant Dean of Students/Judicial Affairs	
	Director of International Education	
	Director of Lyman Center	
	Director of Academic Technologies	
	Director of ERP Application Services	
	Director of A/V TV Multimedia	
	Director of Sponsored Programs & Research	
	Director of Banner Communication	
	Registrar	
	Information Center Manager	
	Coordinator of Athletic Facilities	
	Associate Director Int. Athletics	
	Telecommunications Manager	
	Director of Student Teaching	
	Director of Women's Programs	
	Director of Admin Support Services	
	Director of Facilities Planning & Arch. Services	
	Director of Accounting Services	
	70.740 400.47	1
•	Administrator 5	+
	Director of Facilities Engineering Director of Campaign Operations	
	· · ·	
	Director of Facilities Operations/Grounds Services	
	Director of Environmental Health & Safety Director of Academic Student Success	
	Director of Academic Student Success Director of Student Life/Student Affairs	
	Director of New Students & Sophomore Programs	
	Director of Financial Business Applications	
	Director of Field Experience	

Director of Marketing and Publications

Director of Assessment

Director of Administrator Support Services

Director of Accounting Services

Director of Alumni Affairs

Director of Annual Leadership & Giving

Director of Disability Resource Center

Director of Multicultural Affairs

Director of Accounting Services

Director of Cooperative Education

Director of Financial Planning & Information Services

Enterprise Infrastructure Manager

Associate Director of Intercollegiate Athletics

Associate Director of Admissions, II

Associate Director of Graduate Studies

Associate Director of Housing Operations

Associate Director of Residence Life & Community Development

Assistant Director of Athletic Communication

Assistant Dean of Student Affairs

Assistant Director of Public Affairs

Voice & Video Network Manager

Telecommunications Manager

Manager, Contract Compliance & Procurement Services

Business Manager

Bursar

Server Support Specialist

Programmer Specialist

Director of Field Experience & MSW Administrator

Associate Registrar/Retention Officer

Associate Registrar/Scheduling Officer

Associate Director of Counseling

Associate Director of Financial Aid

Associate Director of Housing

Associate Director of Academic & Career Advising

Associate Director of Student Center

Associate Director of Admissions

Associate Director of Career Services

Associate Director of Academic Advisement

Associate Director of Public Safety

Associate Director of Lyman

Associate Director of Health Services

Associate Director of Student Support Services

Associate Director of Admissions

Associate Director of Sponsored Programs & Research

Associate Director of Academic Success Center

Associate Director of Custodial/Grounds

Assistant Dean of Student Affairs

Assistant Dean of Residence Life

Assistant Director of Student Activities/Special Events

Assistant Director of Student Life for Clubs & Organizations

Assistant Director of Health Services

Assistant Director of Facilities Operations

Assistant Director of Facilities Planning & Arch. Services

Assistant Director of Intercollegiate Athletics

Assistant Director of Academic & Career Advisement

Assistant Director of Finance and Information Services

Assistant Director of Financial Aid

Assistant Manager of Internet Services

Advancement Services Officer

Business Analyst

Business Manager, Assessment

College Nurse Practitioner

Coordinator of Academic Resources

Coordinator of Student Literacy & Advising

Coordinator of Wellness Center

Coordinator of Substance Abuse Programs

Coordinator of Multicultural Center

Coordinator of Veterans & Military Service

Coordinator of Employer Recruitment

Coordinator of University Construction

Coordinator of Graphic Services

Coordinator of Duplicating and Mail Services

Coordinator of Adaptive Technical Services

Coordinator of High Tech Classrooms

Customer Support Center Supervisor

Database Administrator

Data Network Specialist

Enterprise Infrastructure Administrator

Financial Aid Systems & Compliance Specialist

Inventory Stores Coordinator

IS Trainer Lead

Manager of Technical Services for ASC

Media & Instructional Services Supervisor

Network Security Specialist

TITLE SALARY RANGE

Payroll Coordinator

Program Manager

Programmer Analyst

Program Specialist

Purchasing Manager

Student Loan Administrator

Technical Support Specialist

Tech Support Specialist – Unix Administrator

University Card Coordinator

University Writer/Editor

Assistant Director of Admissions

Assistant Director of Graduate Admissions

Assistant Director of International Education

Assistant Director of Academic Advising

Assistant Director of Transfer Advising

Assistant Director of Financial Aid

Assistant Director of Lyman Center

Assistant Director of University Student Center

Assistant Director of Student Support Services

Assistant Director of Institutional Research

Assistant Director of Health Services

Assistant Director of Public Affairs

Assistant Director of Annual Giving

Assistant Director of Alumni Affairs

Assistant Director of Student Center Fitness

Assistant Director of Disability Resource Center

Assistant Director of Business Services

Faculty Development Associate

Assistant Registrar

Assistant Director of Housing

Assistant Bursar

Assistant Director AV/TV

Assistant Director of Sponsored Research

Assistant Director Educational Programs

Assistant Director University Counseling

Assistant to Dean of Grad Studies

Assistant Program Manager

Academic Affairs Associate

Procurement Card Program Administrator

Gear-up Project Manager

Prospect Research Officer

Program Development Officer

Certification & Title II Officer

TITLE

Coordinator of Student Services Coordinator of SEOP Coordinator Women's Center Housing Assignment Coordinator **Assistant Coordinator Athletics** Clinical Coordinator Financial Analyst Planner Analyst, Assessment Assistant Property Control Coordinator Sustainability Coordinator Disability Specialist **User Support Specialist** PC Maintenance Technician Systems Programmer Manager Client Server Administrator **Customer Support Center Lead** PC Support Manager **Telecommunication Analyst** Major Gifts Associate Coordinator Support Ed. Program Grants Fiscal Assoc. Accounts Payable Coordinator System Program Analyst Adaptive Tech **Technical Support Analyst Development Associate IS Trainer Lead** Payroll Coordinator **Network Administrator** Support Specialist

Assistant to Director Student Services

Assistant Dean of Student Affairs

Campus One Card Administrator

Assistant Director of Admission

Assistant to Bursar

Assistant to Registrar

Assistant in Academic Advising

Assistant in Disability Resources

Assistant to Director of Residence Life

Assistant to the Business Manager

Assistant to Director Public Affairs/Writer

Assistant to Director of Career Services

Assistant to Director of Student Supportive Services

Assistant to Director of Extended Learning

Assistant to Director of Student Center

Assistant for Faculty Development

Administrator II

Accounting & Budget Assistant

Financial Aid Counselor

Chemistry Stockroom Manager

Development Assistant/Donor Relations

Program Director CONNCAP Program

Property Control Assistant

Research Associate
Residence Hall Director

OTHER TITLES

TIER TITLES	
Coach 4	94,422 – 125,896
Coach 3	
Coach 2	
Coach 1	56,922 – 75,896
Coach A	45,538 – 60,717
ų.	
Librarian	87,747 – 117,299
Counselor	85,478 – 128,218
Associate Counselor	72,845 – 109,267
Associate Librarian	72,845 – 109,267
University HR Administrator	72,845 – 109,267
Assistant Counselor	
Assistant Librarian	
Associate in HR	62,003 – 93,005
Executive Assistant to the President	
Assistant in HR	
CSU Administrative Assistant	
Administrative Operations Assistant	
The second secon	CACTAR ACTAR AND RANGE (2007)

Professor	79,421 – 105,895 64,422 – 85,896
Lecturer A Lecturer B Lecturer C Lecturer D Lecturer E Lecturer F	

THE ABOVE ARE UNCLASSIFIED – PROMOTIONAL POSITIONS TO WHICH ONE MAY BE PROMOTED PROVIDING THEY MEET THE ACADEMIC AND EXPERIENCE REQUIREMENTS SET FORTH IN THE COLLECTIVE BARGAINING CONTRACT. THE LECTURER POSITIONS ARE PART – TIME AND IN THE AAUP FACULTY BARGAINING UNIT.

OCCUPATIONAL CATEGORIES PROMOTIONAL TECHNICAL- PARAPROFESSIONAL AND SECRETARIAL (CLASSIFIED)

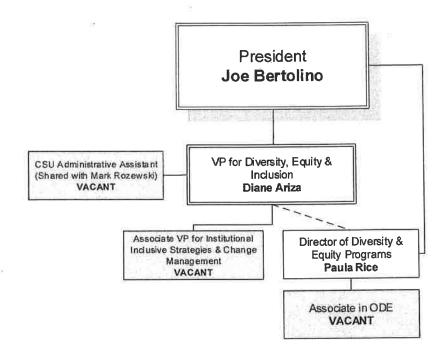
TITLE	SALARY RANGE
Associate Accountant	81,814 – 105,221
Associate Fiscal Administrative Officer	
Accountant	
Payroll Officer 1	
Purchasing Assistant	52,497 – 68,414
Office Supervisor	65,363 – 86,022
Administrative Assistant	57,777 – 74,767
Secretary 2	
Payroll Clerk	50,050 – 65,449
Secretary 1	
Office Assistant	43,815 – 57,486
Clerk Typist	
Clerk	37,259 – 46,631
Messenger & Supply Clerk	35,863 – 45,198
Collection Agent	47,779 – 62,656
Mail Services Supervisor 1	52,293 – 67,904
Mail Handler	42,104 – 53,316
Lead Telephone Operator	44,731 – 58,416
Telephone Operator	39,472 – 49,986
Supervising Communications Therapist	74,564 — 101,606
Communication Therapist	70,930 — 91,694
Library Technician	62,818 – 79,586
Library Technical Assistant	48,235 – 66,470

OCCUPATIONAL CATEGORY STUDY SKILLED CRAFTS

TITLE	SALARY RANGE
Building Maintenance Supervisor Maintenance Supervisor 2 Maintenance Supervisor 1 Stationary Engineer Qualified Craft Worker General Trade Worker	63,832 - 83,479 63,259 - 81,007 52,293 - 67,904 51,384 - 66,519
OCCUPATIONAL CATEGORY STUDY PROTECTIVE SERVICES (CLASSIFIED)	
TITLE	SALARY RANGE
Police Lieutenant Police Sergeant Detective Police Officer Telecommunication Dispatcher Building and Grounds Patrol Officer Telecommunications Operator OCCUPATIONAL CATEGORY STUDY	64,977 - 86,961 63,243 - 82,597 57,354 - 75,468 47,779 - 62,656 43,092 - 57,828
SERVICE AND MAINTENANCE (CLASSIFIED)	
TITLE	SALARY RANGE
Building Maintenance Supervisor Building Superintendent 2 Building Superintendent 1 Material Storage Supervisor Skilled Maintainer Supervising Custodian Lead Custodian Storekeeper Custodian Maintainer	59,305 - 75,943 53,912 - 69,515 49,023 - 63,658 47,715 - 62,311 47,715 - 62,311 42,104 - 53,316 40,619 - 51,688 37,335 - 46,654

SCSU Diversity, Equity & Inclusion

As of August 2021



Green = Emergency

Blue = Interm

Yellow = Vacancy

6. Workforce Analysis Section 46a-68-83

Category: Titles:

AII WORKFORCE ANALYSIS

Date: April 30, 2021

CUTIVE 26 13 11 11 CULTY 433 212 221 163 COF.INON FACULTY 241 94 147 67 COF.INON FACULTY 241 94 147 67 CHAPARAPROLESIONAL 8 2 6 2 2 CHIPARAPROFESSIONAL 8 2 6 2 2 CHIPARAPROFESSIONAL 8 2 6 2 2 ROTECTIVE SERVICES 24 24 0 20 20 ROTECTIVE SERVICES 26 2 4 11 33.3% AINTENANCE 84 57 27 20 20 ANA 67.9% 32.1% 30.4 30.4	9 34.6% 170 39.3% 118 49.0%	0.0%		Male	Leiliale	Male	Female
433 212 221 163 433 212 221 163 241 94 147 67 11% 39.0% 61.0% 27.8% 93 13 80 10 8 2 6 2 24 24 0 20 24 24 0 20 26 22 4 11 84 57 27 20 84 57 27 20 84 57 27 20 84 57 21% 23.8% 84 57 408 30.4	39.5% 170 39.3% 118 49.0%	%0.0	2	0	2	2	0
433 212 221 163 241 94 147 67 17% 39.0% 61.0% 27.8% 93 13 80 10 8 2 6 2 24 24 0 20 24 24 0 20 26 22 4 11 26 22 4 11 26 22 4 11 84 57 27 20 84 57 27 20 84 57 23.8% 32.1% 23.8%	170 39.3% 118 49.0%		7.7%	%0:0	7.7%	7.7%	%0.0
241 94 147 67 1-% 39.0% 61.0% 27.8% 93 13 80 10 14.0% 86.0% 10.8% 8 2 6 2 24 24 0 20 26 22 4 11 26 22 4 11 84 57 27 20 84 57 27 20 84 57 27 20 67.3% 32.1% 23.8% 30.5 40.8 30.4	39.3% 118 49.0%	15	13	7	10	27	28
241 94 147 67 1.% 39.0% 61.0% 27.8% 93 13 80 10 8 2 6 2 24 24 0 20 26 22 4 11 26 22 4 11 84 57 27 20 84 57 27 20 84 57 27 20 84 57 21% 23.8% 84 57 408 30.4	44	3.5%	3.0%	1.6%	2.3%	6.2%	6.5%
1.% 39.0% 61.0% 27.8% 93 13 80 10 14.0% 86.0% 10.8% 8 2 6 2 24 24 0 20 100.0% 0.0% 83.3% 26 22 4 11 84 57 27 20 84 57 27 20 67.9% 32.1% 23.8% 30.5 40.8 30.4	49.0%	16	13	4	6	7	7
93 13 80 10 8 2 6 2 24 24 0 20 26 22 4 11 84 57 27 20 84 57 27 20 84 57 27 20 84 57 27 20 84 57 27 20 84 57 27 20 84 57 27 20 84 57 21% 23.8% 84 57 408 30.4	44	6.6%	5.4%	1.7%	3.7%	2.9%	2.9%
8 2 6 2 24 24 24 0 20% 26 25.0% 75.0% 25.0% 24 24 0 20 26 22 4 11 84 57 27 20 84 57 27 20 84 57 27 20 85 32.1% 23.8% 86 32.1% 23.8% 87 408 30.4		က	26	0	6	0	-
8 2 6 2 25.0% 75.0% 25.0% 24 24 0 20 100.0% 83.3% 26 22 4 11 84 57 27 20 67.9% 32.1% 23.8% 67.9% 32.1% 23.8%	47.3%	3.2%	28.0%	%0.0	9.7%	%0.0	1.1%
24 24 0 20 24 24 0 20 100.0% 0.0% 83.3% 26 22 4 11 84.6% 15.4% 42.3% 84 57 27 20 67.9% 32.1% 23.8% 67.9% 32.1% 23.8%	4	0	-	0	0	0	-
S 24 24 0 20 ERVICES 26 22 4 11 84.6% 15.4% 42.3% 84.5% 27 27 20 67.9% 32.1% 23.8%	20.0%	%0.0	12.5%	%0.0	%0.0	%0.0	12.5%
ERVICES 26 22 4 11 ERVICES 26 22 4 11 84.6% 15.4% 42.3% 84 57 27 20 67.9% 32.1% 23.8%	0	3	0	-	0	0	0
ERVICES 26 22 4 11 84.6% 15.4% 42.3% 84 57 27 20 67.9% 32.1% 23.8%	%0:0	12.5%	%0.0	4.2%	0.0%	%0.0	%0.0
84 57 27 20 67.9% 32.1% 23.8%	e	2	-	9	0	0	0
84 57 27 67.3% 32.1%	11.5%	19.2%	3.8%	23.1%	%0.0	%0:0	%0.0
67.9% 32.1%	4	26	12	o	6	2	2
025 427 408	4.8%	31.0%	14.3%	10.7%	10.7%	2.4%	2.4%
104	352	89	89	27	39	38	39
4/2020 AA Plan 927 444 483 315	347	69	63	24	37	36	36
Change +/- 8 -7 15 -11	2	-1	22	8	2	2	ю
46.74% 53.26% 32.51%	37.65%	7.27%	7.27%	2.89%	4.17%	4.06%	4.17%

Category: Titles:

I. Executive

April 30, 2021

Date:

AAIANHNPI Female 0 0 0 AAIANHNPI 7.7% Male 0 2 2 Hispanic Female 7.7% 0 8 Hispanic 0.0% Male 0 0 0 Black Female 7.7% Ψ. 2 2 0 Black Male 0 ۲ Female 12 ကု σ **WORKFORCE ANALYSIS** White Male 5 Ţ ņ ~ ~ Female Total 0 0 0 0 0 0 0 0 0 0 0 0 5 4 0 0 0 ٦ Total Male 73 9 0 0 0 0 0 0 0 0 ကု 0 0 0 0 0 0 Grand Total 26 30 0 4 0 0 VP STUDENT & UNIV AFFAIRS & DEAN OF STUDENT AFFAIRS VP. INSTITUTIONAL ADVANCEMENT & DIRECTOR OF ASSOC DEAN OF SCHOOL OF EDUCATION, ADMIN VII DIRECTOR INTERCOLLEGIATE ATHLETICS ADMN VII DIRECTOR OF GRADUATE ADMISSIONS ADMIN VII CHIEF OF POLICE, DIRECTOR OF PUBLIC SAFETY ASSOC VP STRATEGIC INITATIVES & OUTREACH DEAN SCHOOL OF HEALTH & HUMAN SERVICES DIRECTOR OF DIVERSITY & EQUITY PROGRAMS **DEAN SCHOOL OF EDUCATION & PROFESSOR** DIRECTOR OF HEALTH SERVICES ADMIN VII DIRECTOR OF INSTUTUTIONAL RESEARCH VP of DIVERSITY, EQUITY, AND INLCUSION DEAN SCHOOL OF ARTS AND SCIENCES **EXECUTIVE VP FOR FINANCE & ADMIN** ASSOC DEAN OF ARTS & SCIENCE VII CHIEF HUMAN RESOURCES OFFICER ASSOC VP FOR ACADEMIC AFFAIRS PROVOST/VP ACADEMIC AFFAIRS ASSOC VP OF STUDENT AFFAIRS DIR PUBLIC AFFAIRS: ADMN VII DEAN OF GRADUATE STUDIES **DIRECTOR OF BULEY LIBRARY DEAN SCHOOL OF BUSINESS** UNIVERSITY CONTROLLER Category or Class DEVELOPMENT 4/2020 AA Plan **PRESIDENT** ASSOC CIO Change +/-Total

0.0%

0.0%

34.6%

42.3%

20.0%

50.0%

FORM 3

Category: Titles:

April 30, 2021 Date:

II. Faculty
All
WORKFORCE ANALYSIS

į	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	Hispanic AAIANHNPI	AAIANHNPI
Category or Class	lotai	Male	remale	Male	remale	Male	remale	Male	Leiliale	Male	Lellale
PROFESSOR	169	92	1,1	73	63	တ	က	က	-	7	10
ASSOCIATE PROFESSOR	148	64	84	51	63	2	8	က	5	80	ω
ASSISTANT PROFESSOR	90	38	52	25	37	-	2	0	က	12	10
COACH IV	12	7	2	9	2	-					
COACH III	5	3	2	2	-	1			-		
COACH II	9	5	+	ß	-						
COACH I/A	3	က	0	-		1		-			
Total	433	212	221	163	170	15	13	7	10	27	28
4/2020 AA Plan	274	65	209	16	162	17	11	7	80	25	28
Change +/-	159	147	12	147	8	-5	2	0	2	2	0
		49.0%	51.0%	37.6%	39.3%	3.5%	3.0%	1.6%	2.3%	6.2%	%5.9

FORM 38A	Catego	٠,	<u> </u>		III. I IOIGSSIOIIGI MOIIIGCAILL							
	Titles:		₩				Date:	April 30, 2	2021			
			WORKF	WORKFORCE ANALYSIS	IALYSIS							
												TWO or
			Total		White	Black	Black	Hispanic	Hispanic Hispanic	₹	AAIANHNPI	More
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Director of IS, Comp & Infrastructure, Admin 7	1	1	0	1								
Director of IS, System & Appl., Admin 7	1	1	0	1								
Director of IS. Tech Admin. Admin 7	1	-	0	1								
Director of Counseling Services, Admin 7	1	-	0	1								
Associate Dean of GSRI, Admin 7	-	-	0	1								
Director of Academic Technologies, Admin 6	1	-	0	1								
Asst Dean of Students & Dir. of Student Conduct, Admin 6	1	+	0	1								
Director of Student Center, Admin 6	1	1	0	1								
Director of Office of Sponsored Research, Admin 6	-	0	1		1							
Director of Community Adv., Admin 6	-	-	0	1								
Director of Community Engagement, Admin 6	-	1	0			-						
Director of Academic Advising, Admin 6	,	-	0	1								
Director of Accounting Services, Admin 6	-	0	-		1							
Director, IT Strategic Initiatives/Spec Projects, Admin 6	1	0	1		1							
Customer Support Center Mngr, Admin 5	0	0	0									
Director system intergration, Admin 6	1	1	0	-								
Registrar, Admin 5	1	0	7		-							
Director of Lyman Center, Admin 6	1	-	0	-								
Director of Residence Live, Admin 7	1	1	0	-								
Director of Student Life, Admin 6	-	0	1		-							
Director of Support Services, Admin 6	-	-	0							-		
Director of Women's Program, Admin 6	-	0	-		-							
Director of Career & Prof Dev, Admin 6	-	-	0			-						
Director International Education, Admin 6	-	0	-		-							
Director Arch Services, Admin 6	-	-	0	-								
Director Infor System- Edge Comp, Admin 6	-	-	0	-								
Major Gift Officer, Admin 5	1	1	0	-								
Coordinator of Univ Construction, Admin 5	1	0	-		-							
Director External Relation, Admin 5	-	0	1		-							
Associate Director/Coordinator of Athletics Fac, Admin5	1	-	0	-								
Associate Director of Admissions, Admin 5	2	0	2		-				-			
Associate Director of Housing Operations, Admin 5	1	-	0			-						
Associate Director/Res Ed. & Comm. Dev., Admin 5	1	0	-		-							
	,	•	0									

11	Titles:		All		-			0001:-	021			
			WORKE				Date:	April 30, 2021				
			1	WORKFORCE ANALYSIS	ALYSIS							
												TWO or More
Gategory or Class	Grand	Total Male	Total	White	White Female	Black	Black Female	Hispanic Male	Hispanic Hispanic	AAIANHNPI	AAIANHNPI Female	RACES Male
pliance. Admin 5	-	-	0	-		-						
Audiology Supervisor, Admin 5	-	0	-		-							
Bursar, Admin 5	-	0	-		-							
Business Manager, IA-Foundation Manager, Admin 5	1	0	-		1							
Deputy Chief of Police, Admin 7	1	1	0	1								
Director of Coommunication Disorders, Admin 6	1	0	1								_	
Coord/Violence Prot, Victim Advocate, Admin 5	1	0	1		1							
Client Infrasturcture Mngr, Admin 5	1	1	0	1								
Director of Asssement, Admin 5	-	1	0	1								
Director of Academic Student Success, Admin 5	1	0	1		1							
Director, Custodial & Grounds Services, Admin 5	1	1	0			1						
Director of Env. Health & Safety, Admin 5	1	0	1		1							
Director New Student & Sophmore Prgm, Admin 5	1	1	0	1								
Director of Disability Support Services, Admin 5	1	-	0			-						
Director Campaign Operations, Admin 5	-	0	-		-							
Director of Donor Relations, Admin 5	-	0	-		-							
Director, Facilities Engineering, Admin 5	-	-	0	-								
Director of Field Experiences, School of Ed., Admin 5	-	0	1		-							
Director of Financial Bus Appl, Admin 5	-	-	0	,								
Director of Marketing & Publications, Admin 5	-	0	-		-							
Director Budget & Financial Planning, Admin 5	-	0	-		-							
Director of Facilities Operations Services, Admin 5	-	-	0	-								
Director of Annual Giving, Admin 5	-	0	-		-							
Director of Center for Ed & Assist Tech, Admin 5	-	-	0	-								
Database Manager, Admin 5	-	0	-		-							
ERP/ Acad. Application Manager, Admin 5	-	-	0	-								
Infrastructure Support Specialist, Admin 5	1	7-	0	-								
Mgr, Contract Complaince & Proc Svcs, Admin 5	1	0	-		-					-78		
Speech-Language Path., Clinical Supervisor in CD, Admin 5	2	0	2		2							
Telecommunications Manager, Admin 5	-	-	0									
Enterprise Infra. Manager, Admin 5	2	-	-	-	-							
Voice & Video Network Manager, Admin 5	-	-	0	-								
Associate Director of Career Professional Dev, Admin 5	-	0	-		-							
Associate Director of Counseling, Admin 5	-	0	-		-							

	Titles:		AII WORKFORCE ANALYSIS	RCE AN	AII WORKFORCE ANALYSIS		Date:	April 30,	2021			
			NORKFC	RCE AN	At YSIS							
)							
												TWO or
Category or Class	Grand	Total Male	Total	White	White Female	Black	Black Female	Hispanic Male	Hispanic Hispanic	AAIANHNPI	AAIANHNPI	RACES Male
Associate Director of Academic Student Success. Admin 4	_	0			-							
Clinical Field Coordinator-SLP, Admin 4	-	0	-		-							
Associate Director Student Center, Admin 4	-	-	0			-						
Associate Director Financial Aid, Admin 4	-	0	-						-			
Associate Bursar, Admin 4	,	-	0					-				
Associate Director of Health & Wellness, Admin 4	1	0	1								-	
Associate Director Cust & Ground, Admin 4	1	1	0			-						
Admin Coord for Interdis Stud, Admin 4	0	0	0									
Associate Director of Std Act. Spec Events, Admin 4	0	0	0									
Associate Director of SI & Lead. Dev., Admin 4	1	1	0	1								
Associate Registrar, Admin 4	2	0	2		2							
Associate Registrar/Scheduling Officer, Admin 4	-	1	0	+								
CoordConf Svcs/Asst Dir. Student Center, Admin 4	1	0	1		1							
Asst Dir. Athletics, Fiscal/Admin 4	1	1	0	1								
Ast Dir of Fac Plan Arch Svs, Admin 4	0	0	0									
Nursing Sim Coordinator, Admin 4	1	0	-		-							
Ast.Dir. Athletic Equip Mgr, Admin 4	-	-	0	-								
Assistant Manager of Internet Services, Admin 4	-	-	0							-		
Business Analyst, Admin 4	-	-	0	-								
College Nurse Practitioner, Admin 4	က	0	3		2		-					
Coordinator of Clinical Services, Admin 4	-	-	0					-				
Associate Director of Academic Advisement, Admin 4	-	0	-		-							
Coordinator of Student Literacy & Advising, Admin 4	-	-	0	-								
Prevention Outreach Counseling, Admin 4	-	0	-		-							
Coordinator of Adaptive Tech, Admin 4	0	0	0									
Coordinator of Graphic Svs, Admin 4	-	0	-		-							
Coordinator of High Tech Class Admin 4	1	-	0			-						
Coordinator of LGBTQ/Asst dir of Student Conduct, Admin 4	1.1	0	1		-							
Coordinator Sub Abuse Program, Admin 4	-	0	-		-							
Coordinator Univ Const & Fac Mgn, Admin 4	-	0	-		-							
Coordinator of Multicultural Center, Admin 4	-	0	-				-					
Coordinator of Veterans & Military Svc., Admin 4	-	-	0	-								
Coordinator of Wellness Ctr. Admin 4	-	0	-		-							
Business Manager, Admin 4	-	0	-		-							

FORM 38A	Carcyony		III. 7.20	SSICILAL	III. Professional Nonfaculty							
	Titles:		٩I				Date:	April 30, 2021	2021			
			WORKF	WORKFORCE ANALYSIS	ALYSIS							
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Director of Field Ed & MSW Admin, Admin 4	1	0	1		1							
Fin Info. System Support Spec., Admin 4	1	1	0							-		
Campus One Card Admin, Admin 4	1	0	1				-					
Coord of Multicultural Counseling, Admin 4	1	1	0			1						
Math Emporium Coordinator, Admin 4	-	0	1		1							
Mar of Tech System for ASC, Admin 4	1	1	0					-				
Media & Instr Svc Specialist, Admin 4	1	1	0	-								
Payroll Coordinator, Admin 4	1	0	-		γ-							
Programmer Specialist, Admin 4	2	2	0	-						_		
Enterprise Infrastructure Admin comm., Admin 4	1	1	0	1								
Tech Support Engineer, Admin 4	3	3	0	3								
University Writer/Editor, Admin 4	5	4	-	4	-							
Web Application Development Spec, Admin 4	-	-	0	-								
Accounts Payable Coord, Admin 4	-	0	-						-			
Instructional Support Specialist, Admin 4	1	1	0	1								
Tech Supt Specialist-LAN, Admin 4	-	1	0							4		
IR Specialist Specialist, Admin 3	1	0	1		-							
Accounting/Budget Assistant, Admin 3	1	0	-									
Assistant Bursar, Accounts Recievable/Stdnt accts, Admin 3	4	-	က		3	-						
Assistant Coordinator Athletics, Admin 3	1	-	0	1								
Assistant Director, Academic Advising (Schools), Admin3	3	0	က		7-				-			
Assistant Director, Transfer Advising, Admin3	0	0	0									
Assistant Director Academic Advs, Admin3	2	2	က	2	2		-					
Planner Analyst, Admin3	-	0	-		-							
Assistant Director of Business Services, Admin3	-	-	0	-								
Assistant Director Financial Aid/WS Coordinator, Admin 3	-	-	0	-								
Assistant Director, FYE Program, Admin 3	1	0	-		-							
Assistant Director Inst. Research, Admin3	0	0	0									
Assistant Director of Admissions. Admin3	7	3	4	2	2	-			2			
Assistant Director of DRC, Admin3	1	0	-		-							
Assistant Director of Financial Aid, Admin3	1	-	0			-						
Major Gifts Officer, Admin3	1	0	-		-							
Assistant Director of International Education, Admin3	-	-	٥	-								
	,	c	-		-							

FORM 38A	Category:	;	III. Professional Nonfaculty	ssional	Vonfacult	Ŋ						
	Titles:		Η				Date:	April 30, 2021	021			
			WORKFORCE ANALYSIS	RCE AN	ALYSIS							
		3	+ 1040	18/1-14	41.44	100	100		.i.	IGNHNAIAA	AAIANHNDI	TWO or More
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female		Female	Male
Assistant Director of Inst. Adv., Alumni Relations, Admin3		0	1		1							
Assistant Director Annual Giving, Admin3	1	0	1				-					
Assistant Director of Intergrated Communications, Admin3	2	0	2		2							
Assistant Director of Public Affairs for Video, Admin3	1	1	0					-				
Assistant Director, Educational Services, Admin3	1	0	1						-			
Assistant Director of Student Life, Admin3	1	0	-		-							
Assistant Director of Student Life/Clubs & Org, Admin3	1	0	-				-					
Assistant Director of Student Ctr Fitness, Admin3	1	0	1		ν-							
Assistant Program Manager	1	0	1		~							
Assisant Property Control Coord, Admin 3	0	0	0									
Assistant Registrar, Admin3	5	-1	4		က	-	4-					
Student Loan & Pell Grant Administrator, Admin3	1	0	-		-							
Clinical Coordinator Nursing, Admin3	2	0	2		2							
Dir Univ Access Program, Admin5	-	0	-				-					
Coordinator Student Services, Admin3	1	0	-		-							
Disability Specialist, Admin3	2	0	2		2							
Sexual Assault & Violence Prevention Specialist, Admin3	1	0	-								-	
Faculty Development Associate, Admin3	-	0	-		-							
Financial Analyst, Admin 3	2	0	2		2							
Grants Fiscal Associate Admin3	-	0	-		-							

FURIM 38A	Calego		100		III. PIOIESSIOIIAI NOIHACURY							
	Titles:		ΑII			_	Date:	April 30, 2021	121			
			WORKFORCE ANALYSIS	RCE AN	ALYSIS							
			+									TWO OF
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	RACES
Category or Class	Total		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Business Analyst, Admin3	1	0	1		1							
Procurement Card Prog Admin, Admin3	1	0	1		1					**		
University Records Specialist, Admin3	1	0	1		1							
Prospect Research Officer, Admin 3	1	0	-		-							
User Support Specialist, Admin3	1	0	-		1							
Housing Assignment Coordinator, Admin 3	1	0	1		1							
Sustainability Coordinator, Admin 3	1	0	1		1							
Transfer Course & Enrollment Coordinator, Admin 3	1	-	0							1		
Customer Support Center Lead, Admin 3	1	0	1		1							
Admin Operations, Admin2	1	0	1		1							
Assistant to the Dir, Res Life, Staff & Prog, Admin2	1	0	1		1							
Chemistry Stockroom Manager, Admin2		0	1		1							
Ctr for Nanotechnology lab tech, Admin3	2	2	0	2								
Financial Aid Counselor, Admin2	2	0	2		1		1					
Residence Hall Director, Admin2	10	3	7		4	2	-		2	-		
Accountant	1	1	0			-						
Administrative Assistant to President	1	0	1				-					
Associate in Human Resources	1	0	-				-					
Assistant Counselor	2	-	-	-	-							
Counselor	-	0	-		-							
Associate in Human Resources	0	0	0									
Librarian	8	-	7	-	5						2	
Associate Librarian	က	0	က		8							
Assistant Librarian	9	2	4	2	4							
CSU Administrative Assistant	4	2	2	2	2							
CSU Business Assistant	0	0	0									
University Human Resources Administrator	4	0	4		2		-				-	
Total	243	96	147	29	118	16	13	4	6	7	7	2
4/2020 AA Plan	236	97	139	70	115	16	10	4	10	7	4	0
Change +/-	7	-	80	ကု	e	0	ю	0	+	0	က	7
												1
		700 540/	1000	704 400	40 EE0/ E E00/	/00Z Z	5 25°/	1 65%	2 700/	2.88%	2.88%	0.82%

Category: Titles:

IV. Secretarial / Clerical Ali WORKFORCE ANALYSIS

Date: April 30, 2021

Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
ADMINISTRATIVE ASSISTANT	14	0	14		ro.		7		2		
SECRETARY 1	-	0	_		-						
CLERK TYPIST	0	0	0								
CLERK	-	0	-		-						
COLLECTION AGENT	-	0	-		-						
OFFICE SUPERVISOR	-	0	-		-						
PAYROLL CLERK	2	0	2		-						-
LEAD TELEPHONE OPERATOR	-	0	-		-						
MAIL HANDLER	2	2	0	2							
MAIL HANDLER RC	0	0	0								
MESSAGE AND SUPPLY CLERK	0	0	0								
STOREKEEPER	4	4	0	8		-					
MAIL SERVICES SUPERVISOR	_	_	0	-							
PURCHASING ASSISTANT	2	_	-	-			-				
TELEPHONE OPERATOR	_	0	-		7-						
OFFICE ASSISTANT	18	3	15	2	വ	-	7		8		
SECRETARY 2	44	2	42	-	27	-	-		4		
Total	93	13	80	10	44	ю	26	0	6	0	-
4/2020 AA Plan	95	13	82	10	46	т	26	0	6	0	-
Change +/-	-2	0	-2	0	-2	0	0	0	0	0	0
		13.98%	86.02%	10.75%	47.31%	3.23%	27.96%	0.00%	%89.6	%00.0	1.08%

Category: Titles:

V. Technical / Paraprofessional All WORKFORCE ANALYSIS

April 30, 2021 Date:

	Grand	Total	Total		White		Black	Hispanic	Hispanic	AAJANHNPI AAJANHNPI	AAIANHNPI
Category or Class	Total	Male	Female	White Male	Female	Black Male	Female	Male	Female	Male	Female
SPEECH LANGUAGE CLIN PRCT MNGR	-	0	-				-				
COMMUNICATION THERAPIST	-	0	-		+						
LIBRARY TECHNICIAN	က	-	2	-	-						-
LIBRARY TECHNICAL ASSISTANT	2	0	2		2						
PAYROLL OFFICER 1	-	-	0	1							
Total	80	2	9	2	4	0	-	0	0	0	-
4/2020 AA Plan	6	က	9	3	4	0	1	0	0	0	1
Change +/-	7	۲	0	-1	0	0	0	0	0	0	0
		25.0%	75.0%	25.0%	20.0%	%0.0	12.5%	0.0%	%0.0	%0:0	12.5%

Category: Titles:

Date: April 30, 2021

VI. Skilled Crafts All WORKFORCE ANALYSIS

SUPERVISING STATIONARY ENGINEER	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
	1	1	0	1							
STATIONARY ENGINEER	ဗ	3	0	2		1					
MAINTENANCE SUPERVISOR II-GENERAL	0	0	0								
MAINTENANCE SUPERVISOR I-GROUNDS	2	2	0	-				1			
MAINTENANCE SUPERVISOR II-HVACR	-	1	0	1							
MAINTENANCE SUPERVISOR II-CARPENTRY	0	0	0								
MAINTENANCE SUPERVISOR II-PLBING/STMFTTING	1	1	0	1							
MAINTENANCE SUPERVISOR I-ELECTRICAL	1	1	0	1							
MATERIAL STORAGE SUPERVISOR II	1	1	0	7							
QUALIFIED CRAFTWORKER, LOCKSMITH	0	0	0								
QUALIFIED CRAFTWORKER, PLUMBER	0	0	0								
MATERIAL STORAGE SUPERVISOR	0	0	0								
QUALIFIED CRAFTWORKER, PLUMBING	0	0	0								
QUALIFIED CRAFTWORKER, ELECTRICAL	2	2	0	2							
QUALIFIED CRAFTWORKER, CARPENTRY	9	9	0	9							
QUALIFIED CRAFTWORKER, MECHANIC	0	0	0								
QUALIFIED CRAFTWORKER, HVACR	1	-	0			-					
QUALIFIED CRAFTWORKER, PLBING/STMITTING	2	2	0	-		-					
GENRAL TRADES WORKER	1	1	0	-							
BLDG MAINT SUPRVISOR	-	1	0	-							
SKILLED MAINTAINER	-	-	0	-							
Total	24	24	0	20	0	က	0	-	0	0	0
4/2020 AA Plan	28	28	0	23	0	4	0	1	0	0	0
Change +/-	4	4	0	ငှ	0	7	0	٥	0	0	0
		100.0%	%0.0	83.3%	%0.0	12.5%	%0.0	4.2%	0.0%	0.0%	%0.0

Category: Titles:

VII. Protective Services
All
WORKFORCE ANALYSIS

Date:

April 30, 2021

8	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
POLICE LIEUTENANT	1	1	0	-							
POLICE SERGEANT	4	2	2	-	-		1	-			
POLICE OFFICER	15	14	-	9	-	4		4			
TELECOMMUNICATIONS DISPATCHER	5	4	-	ო	-	-					
TELECOMMUNICATIONS OPERATOR	0	0	0								
DETECTIVE		1	0					-			
Total	26	22	4	11	3	5	1	9	0	0	0
4/2020 AA Plan	25	21	4	11	3	4	-	9	0	0	0
Change +/-	-	-	0	0	0	-	0	0	0	0	0
X		84.62%	15.38%	42.31%	11.54%	19.23%	3.85%	23.08%	0.00%	%00.0	0.00%

FORM 38A

Category:

VII. Maintenance

Titles:

AII WORKFORCE ANALYSIS

April 30, 2021 Date:

Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic AAIANHNPI Female Male	AAIANHNPI Male	AAIANHNPI Female
BUILDING SUPERINTENDENT	1	0	1				-				
SUPERVISING CUSTODIAN	3	0	က				က				
MAINTAINER	3	3	0	2				-			
DUP. TECH	0	0	0								
LEAD CUSTODIAN	11	9	5	7		က		2	£		
CUSTODIAN	64	46	18	17	4	23	æ	4	4	2	2
Total	82	55	27	20	4	26	12	7	6	2	2
4/2020 AA Plan	82	54	28	21	4	25	12	9	10	2	2
Change +/-	0	1	7	۲	0	-	0	1	-1	0	0
		%20.79	32.93%	24.39%	4.88%	31.71%	14.63%	8.54%	10.98%	2.44%	2.44%

FORM 38A

Category: Titles:

AII AII WORKFORCE ANALYSIS

April 30, 2021 Date:

Category or Class	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	62-69	70-74	75-90	Total
I. Executive	0	0	0	0	2	2	2	5	9	2	1	0	26
II. Faculty	0	2	20	48	63	48	69	59	53	38	21	12	433
III. Prof. Non Faculty	4	12	30	34	29	31	30	25	28	14	4	2	243
IV. Secretarial / Clerical	0	1	2	9	7	12	12	26	18	7	2	0	93
V. Tech / Paraprofessional	0	0	0	0	1	1	1	2	1	1	1	0	8
VI. Skilled Crafts	0	0	0	3	2	2	3	9	ဗ	2	0	0	24
VII. Protective Services	0	0	0	3	3	4	11	5	0	0	0	0	26
VIII. Maintenance	0	1	5	5	80	16	14	6	15	5	3	1	82
Total	4	16	57	66	115	119	145	137	124	72	32	15	935

FORM 38A

Category: Titles:

April 30, 2021

Date:

PART-TIME EMPLOYEES WORKFORCE ANALYSIS

Category or Class	Grand Total	Grand Total Male	Total	White Male	White	Black Male	Black	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI
Faculty- Lecturer	762	303	459	239	359	24	33	18	24	22	43
University Assistant	74	42	32	24	15	12	10	0	4	9	က
Total	836	345	491	263	374	36	43	18	28	28	46
Percentages	100.0%	41.3%	58.7%	31.5%	44.7%	4.3%	5.1%	2.2%	3.3%	3.3%	5.5%

Date: April 30, 2021

PERSONS WITH DISABILITIES IN FULL- TIME WORKFORCE BY OCCUPATIONAL CATEGORY

PERSONS WORKFOR	PERSONS WITH DISABI WORKFORCE BY OCCUI
I. Executive	2
II. Faculty	34
III. Prof. Non Faculty	28
IV. Secretarial / Clerical	14
V. Tech / Paraprofessional	0
VI. Skilled Crafts	2
VII. Protective Services	-
VIII. Maintenance	9

7. Availability Analysis Section 46a-68-84

OCC. CATEGORY: JOB TITLE:

Executive- All Titles

REPORTING PERIOD: LMA: C

CT/National

4/30/2021

8.66 5.5 0.3 0.0 4.9 0.0 BLACK FEMALE 10%-All positions in Admin 5, 6 & 7 in category 3 classifications could be eligible for upward mobility positions into this category 20%-Important source of applicants, but weight reduced 20 10 2 Based on national scope of searches in this category Usually national scope of searches in this category. 0.0 0.0 7.0 RS REASON FOR WEIGHTING THE FACTOR educational statistics from all Colleges/Universities. since this data is not current and does not 3,6 2.6 0.3 0.0 0.7 0%- Source not used in this category BLACK MALE reflect national scope of searches. ≷ 20 9 2 0 70% - Best available source for 1.6 0.0 3.7 RS 2.3 41.0 30.2 0.0 2.0 6.5 4.3 0.0 0.2 0.1 Ϋ́F WF AAIANHNPI FEMALE WHITE FEMALE ₹ ⋛ 20 9 2 20 9 2 0 0 0.0 42.9 32.7 2.9 43.1 0.0 4 RS RS 40.5 2.0 24.2 5. 0.4 0.0 11.7 0.0 4.6 MΕ 0. **AAIANHNPI MALE** Promotable Pool comes from Professional Non-Faculty category job titles. Digest of Education Statistics Table 314.40, Employees in Degree- Granting Institutions; Management WHITE MALE ≷ ⋛ 20 Volume 1 - pgs. 2-3 -20 9 20 10 20 0 0 Connecticut - Statewide - Educational Administrators - 119030 Connecticut - Statewide - Chief Executives - 111011 34.6 0.0 58.3 <u>~</u> 4. 2.1 RS 0.0 45.7 RS Connecticut - Statewide - Advert, Marketing Promo- 112000 Connecticut - Statewide - Operations Specialist- 113000 51.9 40.0 3.2 0.0 2.9 7.3 0.0 4.6 0.2 0.1 ¥ ΝF **HISPANIC FEMALE** TOTAL FEMALE ⋛ 20 2 20 10 20 9 0 0 57.2 36.7 45.7 0. 0.0 0.0 4. 4 RS RS S 2000 CT Occupational Statistics Source not used in this category SOURCE OF STATISTIC 2.0 48.1 30.0 12.7 0.0 5.4 0.3 0.0 0.0 ΝŁ WF 1,7 HISPANIC MALE TOTAL MALE ₹ 9 20 ₹ 20 9 20 2 0 1.6 Fall 2018 0.0 2.4 63.3 0.0 54.3 42.8 0.0 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Educational Statistics** Educational Statistics **Educational Statistics Promotional Pool** Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment** Employment Employment FACTOR FACTOR FACTOR

												* one two or more races male not included in promotoble	pool category.						
	AAIAN HNPI-F	129	59	655	358	1201	1.2%		AAIAN			-	1.4%		AAIAN HNPI-F		7332	2.9%	
	AAIAN AAIAN HNPI-M HNPI-F	78	463	787	404	1732	1.8%		AAIAN HNPI-M		7	1	1.4%		AAIAN HNPI-M		5384	2.1%	
	મ	195	50	528	223	966	1.0%		生		Υ-	_	1.4%		生		10379	4.1%	
	HM	120	285	875	282	1562	1.6%		Σ		0	0	%0'0		Σ		0009	2.4%	
	BF	395	09	910	334	1699	1.7%		H H		0	0	%0.0		吊		17524	7.0%	
	ВМ	265	205	744	360	1574	1.6%		B		2	2	7.1%		ВМ		9186	3.7%	
	WF	2060	3435	14575	8820	31890	32.7%		WF		30	30	42.9%		WF		108045	43.1%	
	M/M	3695	16790	23445	12820	56750	58.3%		WM		32	32	45.7%		WM		86797	34.6%	
8	ŦF	5779	3604	16668	9735	35786	36.7%	ta	Ħ		32	32	45.7%		TF		143280	57.2%	
ool Dat	ΣL	4158	17743	25851	13866	97404 61618	63.3%	Pool Da	M		38	38	54.3%	ata	Σ		107367	42.8%	
Employed Pool Data	GT	9937	21347	42519	23601	97404	100.0%	motable	GT		20	0/		cational L	GT		250647		
Executive-All Titles - Em	Employed Pool	Educational Administrators - 119030	Chief Executives - 111011	Operations Specialist- 113000	Advert, Marketing Promo- 112000	TOTAL		Executive-All Titles - Promotable Pool Data		Promotional Pool	Admin 5, 6 & 7	Total		Executive-All Titles- Educational Data		Educational Data	Table 314.40 Management	TOTAL	

OCC. CATEGORY:

Professor

REPORTING PERIOD: LMA:

CT/National

5.5 1001 0.0 5.2 0.2 0.1 BLACK FEMALE 5%-Important source of applicants, but weight reduced based on national scope of searches in this category. ≶ 85 10 2 0 85%-Promotions occur from Associate Professor level REASON FOR WEIGHTING THE FACTOR 2.5 0.0 6.1 0%-This source was not used in this category. RS since this data is not current and does not 10% - Professors and Associate Professors 3.0 0.0 2.6 0.3 0.1 reflect national scope of searches. BLACK MALE **≷** 85 10 5 0 educational statistics used 0.0 3.0 2.5 2.7 RS 38.6 **AAIANHNPI FEMALE** 1.9 33.5 0.2 0.0 0.4 0.0 ×Κ ر 3 WF 3.1 WHITE FEMALE ≶ 85 9 82 10 2 0 0 2 0.0 39.0 39.4 30.9 4.2 0.0 1.5 4.1 RS RS 4.9 40.4 33.5 4.8 3.8 0.8 0.0 0.3 0.0 WF 2.1 HISPANIC FEMALE AAIANHNPI MALE Promotions based on assessment of the eligible (5 years in rank) WHITE MALE 2000 CT Occupational Statistics Volume 1 - pgs. 6-7 Connecticut - Statewide - Post-Secondary Teachers- 251000 ≷ 85 9 85 10 2 0 0 2 7.9 5.4 0.0 39.4 47.8 0.0 4.5 41.1 RS RS No source used from unemployment jobseekers. Digest of Education Statistics Table 315.20 Fall 2018 Professor and Associate Professor 50.1 4.1 43.8 2.4 0.0 3.9 0.0 3.8 WF 0.2 Š 0.1 **TOTAL FEMALE** ≷ ≶ 85 85 10 10 Ŋ 0 Ω 0 0.0 51.5 2.5 0.0 4.5 9. 48.3 39.3 Associate Professor category RS SS SOURCE OF STATISTIC 49.9 41.2 WF 2.6 0.0 WF 0.0 1.3 0.3 6.1 0.1 **HISPANIC MALE TOTAL MALE** ⋛ ⋛ 82 85 9 9 S ß 0 0 0.0 48.5 2.4 0.0 1.5 2.5 51.7 60.7 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Educational Statistics** Promotional Pool Educational Data Educational Data Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment Employment** Employment FACTOR **FACTOR FACTOR**

Professor - Employed Pool Data	Pool Dat	ū									
Employed Pool	GT	ΙMΤ	Ħ	MM	WF	ВМ	BF	ΣH	生	HF ANHNHANH	NHNPI-F
Post-Secondary Teachers-											
251000	16020	8284	7736	6590	6255	440	399	385	405	869	229
TOTAL	16020	8284	7736	6590	6255	440	399	385	405	698	229
	100%	100	51.7% 48.3% 41.1% 39.0%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2
Promo Pool For Professor											
Promo Pool	GT	GT TM	¥	MM	WF	BM	BF	MH	生	HF ANHNHANHNPI-F	MHNP

	ANHNHANHNPI-F	-	-	1.5%	1.5		ANHNHANHNPI-F	5,583	8032	13615	4.1%	4.1	
	ANHNE	3	3	4.5%	4.5		ANHNE	14,752	11242	25994	7.9%	7.9	
	HF	3	3	4.5%	4.5		ᄩ	2,604	3567	6171	1.9%	1.9	
	ΣH	1	1	1.5%	1.5		ИM	4,222	4117	8339	2.5%	2.5	
	BF	4	4	6.1%	6.1		BF	2,914	4914	7828	2.4%	2.4	
	BM	2	2	3.0%	3.0		BM	4,091	4282	8373	2.5%	2.5	
	WF	26	26	39.4%	39.4		WF	49,029	53139	102168	30.9%	30.9	
	WM	26	26	39.4%	39.4		MM	96,178	61665	157843	47.8%	47.8	
	TF	34	34	51.5%	51.5		TF	60130	69652	129782	39.3%	39.3	
	TM	32	32	48.5%	48.5		TM	119243	81306	200549	%2.09	60.7	
	GT	99	99	100%		Data	GT	179373	150958	330331			
Promo Pool For Professor	Promo Pool	From Associate Professor (eligible for promotion)	TOTAL			Professor - Educational Data	Educational Data	Professor	Associate Professor	TOTAL			

OCC. CATEGORY:

Associate Professor

REPORTING PERIOD: LMA: C

4/30/2021

CT/National

4.5 1001 0.0 3.4 1.0 0.1 BLACK FEMALE 5%-Important source of applicants, but weight reduced 70%-Historically, promotions occur from Associate Professor 25 70 2 0 based on national scope of searches in this category REASON FOR WEIGHTING THE FACTOR 25% - Associate Professors and Assistant Professor 2.5 0.0 4.8 0%-This source was not used in this category. RS 4.2 0.0 3.4 to reflect national scope of searches. 0.7 0. BLACK MALE 70 25 S 0 educational statistics used 4.8 0.0 2.8 RS 44.6 **AAIANHNPI FEMALE** 1.7 33.3 0.0 0.0 9.3 0.2 0.0 1.5 ×Κ WF WHITE FEMALE **^ *** 2 25 70 25 Ŋ 0 0 2 39.0 0.0 47.6 0.0 37.2 0.0 6.1 RS RS 31.4 12.1 20.0 10.0 9.3 WF 0.0 0.3 0.0 1.8 HISPANIC FEMALE AAIANHNPI MALE
RS VW WF RS VW WF 2.1 WHITE MALE Promotions based on assessment of the eligible (5 years in rank) ≶ 25 20 20 25 0 2 0 Connecticut - Statewide - Post-Secondary Teachers- 251000 2 Volume 1 - pgs. 6-7 28.6 0.0 37.3 5.4 0.0 14.3 41.1 RS RS 51.6 0.8 No source used from unemployment jobseekers. 12.5 Digest of Education Statistics Table 315.20 Fall 2018 36.7 2.4 0.0 0.0 0.0 WF 0.1 0.7 **TOTAL FEMALE ≷** \$ 4 25 20 20 25 2 0 0 Assistant and Associate Professor 2.5 48.3 0.0 52.4 49.9 0.0 0.0 2.7 2000 CT Occupational Statistics RS Assistant Professor category SOURCE OF STATISTIC 9.0 48.4 33.3 12.5 2.6 WF 0.0 WF 0.0 0.0 0.1 0.7 **HISPANIC MALE** TOTAL MALE ≷ ≶ 0 2 25 2 25 2 0 2 0.0 47.6 2.4 0.0 0.0 51.7 50.1 2.7 RS RS FINAL AVAIL. FACTOR FINAL AVAIL, FACTOR **Educational Statistics** Promotional Pool **Educational Data Educational Data** Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment** Employment **Employment** FACTOR **FACTOR** FACTOR

١	Enipioye	Employed Pool Data	ומ									
Employed Pool	GT	MI	TF	WIM	WF	BM	BF	HM	HF	ANHNHANHNPI-F	ANHNE	누
Post-Secondary Teachers- 251000	16020	8284	7736	6590	6255	440	399	385	405	698	677	
TOTAL	16020	8284	7736	6590	6255	440	399	385	405	869	677	
%	100%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%	
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2	
Promo Pool For Associate Professor												
Promo Pool	GT	TM	TF	MM	WF	BM	BF	HΜ	生	ANHNHANHNPI-F	ANHNE	누
From Assistant Professor (eligible for promotion)	21	10	11	9	10	1	-	0	0	3	0	
TOTAL	21	10	17	9	10	-	-	0	0	3	0	
	100%	47.6%	52.4%	28.6%	47.6%	4.8%	4.8%	%0.0	%0.0	14.3%	0.0%	
		47.6	52.4	28.6	47.6	4.8	4.8	0.0	0.0	14.3	0.0	
Associate Professor - Educational Data	ducation	al Data										
Educational Data	GT	MΤ	Ŧ	MM	WF	BM	BF	HM	HF	ANHNHANHNPI-F	ANHNE	늦
Associate Professor	150958	81306	69652	61665	53139	4282	4914	4117	3567	11242	8032	
Assistant Professor	157993	73516	84477	53673	61708	4334	7294	4227	4686	11282	10789	
TOTAL	308951	154822	154129	115338	114847	8616	12208	8344	8253	22524	18821	
		50.1%	49.9%	37.3%	37.2%	2.8%	4.0%	2.7%	2.7%	7.3%	6.1%	
		50.1	49.9	37.3	37.2	2.8	4.0	2.7	2.7	7.3	6.1	

OCC. CATEGORY:

Assistant Professor

REPORTING PERIOD: CLMA: C

4/30/2021

CT/National

100.0 0.0 0.0 3.8 0.4 WF BLACK FEMALE educational statistics used, based on national scope of searches 15%-Important source of applicants, but weight reduced 5 85 0 0 85% - Assistant Professors, instructors and lecturers, REASON FOR WEIGHTING THE FACTOR 0%-This source was not used in this category. 2.5 0.0 0.0 4.5 RS 0%-No promotable pool used in this category, 2.7 0.0 0.0 2.3 WF 0.4 to reflect national scope of searches BLACK MALE ≶ 15 85 0 0 0.0 2.7 0.0 RS 2.7 AAIANHNPI FEMALE 5.4 40.8 in this category. 34.9 9.0 5.9 0.0 WF 0.0 0.0 0.0 4.8 ×Κ WHITE FEMALE ⋛ **≷** 15 15 85 85 0 0 0 0 39.0 0.0 0.0 0.0 41.0 0.0 5.7 RS RS 28.9 35.1 5.3 WF 6.2 0.0 0.0 × 0.8 0.0 0.0 4.5 AAIANHNPI MALE WHITE MALE **≷** ≶ 15 15 85 85 0 0 0 0 Volume 1 - pgs. 6-7 RS 41.1 0.0 0.0 34.0 5.4 0.0 0.0 5.3 RS Connecticut - Statewide - Post-Secondary Teachers- 251000 3.5 53.9 Assistant Professor, instructor, lecturer -Table 315.20 46.7 WF WF 0.0 0.0 0.4 0.0 0.0 3.1 No source used from unemployment jobseekers. HISPANIC FEMALE **TOTAL FEMALE** ⋛ ΜΛ 15 85 15 85 0 0 0 0 54.9 48.3 0.0 0.0 2.5 0.0 0.0 3.7 RS RS 2000 CT Occupational Statistics Digest of Education Statistics 3.0 SOURCE OF STATISTIC 46.1 38.3 0.0 0.0 2.6 0.0 0.4 0.0 ΝF × No Promotable Pool **HISPANIC MALE TOTAL MALE ≷** ⋛ 15 15 85 85 0 0 0 0 Fall 2018 2.4 0.0 51.7 0.0 0.0 45.1 0.0 3.1 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Educational Statistics** Educational Statistics Educational Statistics Promotional Pool Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment Employment** Employment FACTOR FACTOR **FACTOR**

Used for Assistant Professor Employed Pool Data	essor Er	nployed	Pool Dat	æ							
Employed Pool	GT	MΤ	Ŧ	MM	WF	ВМ	BF	HM	HF	ANHNHAN	ANHNPI-F
Post-Secondary Teachers-											
251000	16020	8284	7736	6590	6255	440	339	385	405	869	677
TOTAL	16020	8284	7736	0659	6255	440	399	385	405	869	677
%	100%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	0'68	2.7	2.5	2,4	2,5	5.4	4.2

Assistant Professor - Educational Data	ducation	al Data									
Educational Data	GT	M	TF	WM	WF	BM	BF	HM	Ή	ANHNHANHNPI-F	ANHN
Assistant Professor	157993	73516	84477	53673	61708	4334	7294	4227	4686	11282	10789
instructor	92232	39800	52432	30679	39492	2616	4609	3497	4388	3008	3943
lecturer	41029	18008	23021	14637	18171	904	1216	1247	1739	1220	1895
TOTAL	291254	131324	159930	98989	119371	7854	13119	8971	10813	15510	16627
		45.1%	54.9%	34.0%	41.0%	2.7%	4.5%	3.1%	3.7%	5.3%	5.7%
		45.1	54.9	34,0	41.0	2.7	4.5	3.1	3.7	5.3	5.7

OCC. CATEGORY:

Coaches

REPORTING PERIOD: LMA: C

CT/National

3.6 100.0 0.0 0.4 0.0 3.2 BLACK FEMALE 15%-Important source of applicants, but weight reduced 15 ⋛ 85 0 0 REASON FOR WEIGHTING THE FACTOR 2.5 0.0 0.0 3.8 RS 0%-No promotable pool used in this category. 0%-This source not used to fill positions 85% - Head Coaches & Assistant Coaches 11.7 11.3 0.0 0.0 to reflect national scope of searches. Ν 4.0 **BLACK MALE ≫** 15 85 0 0 0.0 2.7 0.0 13.3 RS in this category 23.2 **AAIANHNPI FEMALE** 1.0 17.3 5.9 0.0 0.0 9.0 0.0 0.0 0.4 ¥ WF WHITE FEMALE ⋛ 15 ⋛ 15 82 85 0 0 0 0 39.0 0.0 20.4 4.2 0.0 0.0 0.5 RS RS 54.4 1.7 48.2 6.0 0.0 0.0 Ν 0.8 0.0 0.0 6.2 WF HISPANIC FEMALE AAIANHNPI MALE WHITE MALE Connecticut - Statewide - Post-Secondary Teachers- 251000 **^** ≶ 15 15 85 85 0 0 0 0 Volume 1 - pgs. 6-7 0.0 5.4 0.0 0.0 0.0 41.1 56.7 1.0 RS RS 29.2 4.4 22.0 0.0 0.0 0.4 0.0 0.0 0. ¥ **X** × TOTAL FEMALE ⋛ **%** 15 5 85 85 0 0 0 0 2000 CT Occupational Statistics National NCAA Data 2018-2019 0.0 48.3 0.0 0.0 25.9 2.5 0.0 RS 1.2 RS SOURCE OF STATISTIC 70.8 3.0 63.0 7.8 0.0 0.0 WF 0.4 0.0 0.0 2.6 ×Κ HISPANIC MALE No Promotable Pool TOTAL MALE Source not used. ≷ 5 12 ⋛ 82 85 0 0 0 0 0.0 0.0 0.0 2.4 0.0 3.0 51.7 74.1 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR Educational Statistics Educational Statistics Promotional Pool Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment** Employment Employment **FACTOR FACTOR FACTOR**

educational statistics used.

Head Coaches & Assistant Coaches

Educational Statistics

Used for Coaches Employed Pool Data	oyed Po	ol Data									
Employed Pool	GT	MΤ	1	WM	WF	BM	BF	НМ	HF	ANHNHANHNPI-F	ANHNE
Post-Secondary Teachers-											
251000	16020	8284	7736	6590	6255	440	399	385	405	698	677
TOTAL	16020	8284	7736	0659	6255	440	399	385	405	698	677
%	100%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%
		51.7	48.3	41.1	39.0	2.7	2.5	2.4	2.5	5.4	4.2

NCAA Statistical Data for Coaches

	GT	ПM	TF	MM	WF	BM	格	MH	Ή	ANHNHA	NHNPI-F
Head/assistant Coaches	12508	9266	3242	7,097	2,557	1,665	478	376	147	128	09
Assistant Coaches	0	0	0								
TOTAL	12508	9266	3242	7607	2557	1665	478	376	147	128	09
	100%	74.1%	25.9%	26.7%	20.4%	13.3%	3.8%	3.0%	1.2%	1.0%	0.5%
		74.1	25.9	56.7	20.4	13.3	3.8	3.0	1.2	1.0	0.5

OCC. CATEGORY:

Professional Non-Faculty

REPORTING PERIOD: LMA: C

CT/National

100.2 0.5 8.0 0.0 5.8 Weight reduced to reflect the national scope of searches and BLACK FEMALE 10%-Most positions are recruited from outside agencies and because of national scope of searches and skills 10 10%-Low weight assigned because of low numbers ⋛ 10 80 0 Weight assigned by national scope of searches. REASON FOR WEIGHTING THE FACTOR educational statistics from all Colleges/Universities. 5.0 8.2 0.0 7.2 RS. required to fill professional level positions. colleges/universities and private sector. older statistical data from this resource. 4.0 3.0 0.0 0.3 WF 0.7 **BLACK MALE** 0%-No promotable/transferable pool. ⋛ 10 10 80 0 80%- Best available source for 3.0 6.9 0.0 3.7 RS **AAIANHNPI FEMALE** 4.5 34.0 41.1 0.0 0.0 4.0 0.2 0.2 ¥Κ 3.1 ×Κ 4 WHITE FEMALE } ⋛ 10 10 10 9 8 80 0 0 30.8 42.5 2.3 2.4 0.0 0.0 40.1 5.1 RS RS Budget Analysts (132031), Fin Analysts (132051), Comp Spec (151000) Digest of Eductaion Statistics Business business & FinancialOperations, computers, science & engineering, Community, social service, legal, art, Conn. - Statewide -SOC CODE 13.1 - Bus Oper Spec; 13.2 - Fin Spec; Human Res, Trng, & Lab Spec (131070), Accountants & Aud (132011), Librarians, Curators, & Archivists, Student & Academic Affairs & Other 3.3 31.1 3.8 0.0 23.1 ¥ 0.4 0.0 2.6 0.3 15.1 - Comp Spec, 21.1- Counselors Social Workers, 25.4 Librarians WF 4.2 HISPANIC FEMALE AAIANHNPI MALE design, entertainment Sport & media, health care practitioners and CT Dept of Labor -- Characteristics of Jobseekers 1st Quarter 2021 WHITE MALE Educ Admin (119030), Purch Agts, Exc Whlse, Ref. Etc.(131023), US Dept of Education, National Center for Education Statistics ≶ **≷** 10 10 9 10 Counselors Soc Wkr & Others (211000), Librarians (254021) 8 8 0 Volume 1 - pgs. 2-9 0 41.8 37.9 3.5 0.0 28.9 3.1 0.0 3.2 RS RS 58.2 5.4 48.4 0.0 9.0 4.5 WF 5.0 **4**.8 WF 0.3 0.0 **TOTAL FEMALE** Statewide Data for the following job titles: ≷ **≷** 10 10 10 10 80 80 0 0 No promotable/transferable pool 47.5 2.6 2000 CT Occupational Statistics 0.0 60.5 6.2 0.0 5.6 50.1 RS RS Education Services Fall 2018 SOURCE OF STATISTIC 3.7 41.9 31.6 WF 5.0 5.3 0.0 ΝĚ 0.2 0.5 0.0 3.0 HISPANIC MALE **TOTAL MALE** } 10 9 9 10 80 80 0 0 49.9 52.5 39.5 4.6 0.0 0.0 1.7 3.7 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Educational Statistics** Educational Statistics Educational Statistics **Promotional Pool** Promotional Pool Promotional Pool Unemployment Unemployment Unemployment FACTOR Employment Employment Employment FACTOR **FACTOR**

Employed Pool	GT	TM	TF	MM	WF	BM	BF	HΜ	HF	ANHNE	ANHNHANHNPI-F
119030	9937	4158	5779	3695	2060	265	395	120	195	78	129
131023	4010	1887	2123	1725	1960	80	92	34	34	48	34
131070	12908	4408	8500	3825	0269	270	860	160	400	153	270
132011	27962	13848	14114	12445	11825	664	985	335	485	404	819
132031	468	250	218	205	200	10	4	15	4	20	10
132051	1977	1393	584	1265	480	40	55	4	10	84	39
151000	46251	31994	31994 14257	26335	11435	1188	1094	934	510	3537	1218
211000	22995	6472	16523	4420	11555	1329	2950	570	1705	153	313
254021	3444	474	2970	375	2675	0	95	30	06	69	110
TOTAL	129952	64884	89059	54290	52160	3846	6533	2202	3433	4546	2942
%	100%	49.9%	50.1%	41.8%	40.1%	3.0%	2.0%	1.7%	2.6%	3.5%	2.3%
		49.9	50.1	41.8	40.1	3.0	5.0	1.7	2.6	3.5	2.3
Jsed for Professional Non-Faculty - Unemployed Pool Data	Non-Facu	Itv - Ur	Jemplo	ved Po	ol Data						
Unemployed Pool	GT	M	Ħ	ΜM	WF	BM	BF	MH	Ή	ANHNHANHNPI-F	ANHNA
SOC CODE 13.1	1352	502	643	515	460	66	93	68	62	27	28
SOC CODE 13.2	1140	576	564	448	381	49	72	49	62	30	32
SOC CODE 15.1	845	629	216	458	136	89	29	45	24	58	27
SOC CODE 21.1	575	153	422	20	211	09	131	17	73	9	7
SOC CODE 25.4	64	19	45	16	35	0	1	2	6	1	0
TOTAL	3976	2086	1890	1507	1223	276	326	181	247	122	94
	100%	52.5%	47.5%	37.9%	30.8%	%6.9	8.2%	4.6%	6.2%	3.1%	2.4%
		1 0 1				1					

Educational Statistical Data for Professional Non-Faculty	a for Pro	fession	ai Non-	Faculty							
	GT	TM	TF	WM	WF	BM	BF	ШΗ	Ή	ANHNA	ANHNHANHNPI-F
Business & Financial Operations	207582	55856	151726	41048	105355	5425	18803	5233	15012	4150	12556
Computers, Science & Engineering	213411	128520	84891	95875	57359	8169	7026	10019	9869	14457	13570
Community, Social Service, Legal, arts, design, Entertainment, Sports & Media	177682	81383	96299	59792	70981	9672	11636	9220	9668	2699	4686
Healthcare Practitioners & Technicians	100639	28222	72417	18855	50080	2530	8794	2463	6909	4374	7484
Librarians, Curators, & Archivists	39457	11693	27764	9412	21930	765	2357	857	1656	629	1821
Student & Academic Affairs & Other Education Services	170809	53781	117028	37601	81309	6997	16438	5985	12584	3198	6697
TOTAL	909580	359455	359455 550125	262583	387014	33558	65054	33777	51243	29537	46814
		39.5%	60.5%	39.5% 60.5% 28.9% 42.5%	42.5%	3.7%	7.2%	3.7%	2.6%	3.2%	5.1%
		39.5	60.5	28.9	42.5	3.7	7.2	3.7	5.6	3.2	5.1

OCC. CATEGORY; TITLE:

Secretarial Clerical - Varied

REPORTING PERIOD: LMA: New Haven

ent yment nal Pool	\vdash		2 7	TINGE I	֡֡֟֝֝֡֟֝֟֝֟֝ ֡	E A	WHIIE MALE	Щ	MH	WHITE FEMALE	ALE	BLA	BLACK MALE	Ē	BLAC	BLACK FEMALE	Y.E
		WF	RS	*	WF	RS	<u></u> ∧	WF	RS	*	WF	RS	≷	WF	RS	*	WF
	0	2.6	86.9	20	17.4	9.5	20	1.9	73.0	20	14.6	1.9	20	0.4	7.7	20	1.5
	0	6.5	89.1	09	53.5	7.3	09	4.4	67.3	09	40.4	1.9	09	1.1	9.1	09	5.5
444		1.6	91.9	20	18.4	4.8	20	1.0	51.6	20	10.3	3.2	20	9.0	29.0	20	5.8
	+1	10.7			89.3			7.3			65.3			2.1			12.8
FACTOR HISPANIC MALE	MA C		HISPANIC FEMALE	JIC FEN		AAIANHNPI MALE	INPI M.		AAIAN	HNPIF	AAIANHNPI FEMALE						
RS VW	<u> </u>	WF	RS	M	WF	RS	%	WF	RS	*	WF						
Employment 0.8 20	0	0.2	4.0	20	8.0	6.0	20	0.2	2.2	20	0.4						
Unemployment 1.2 60	C	0.7	12.4	09	7.4	0.4	09	0.2	0.3	09	0.2						
Promotional Pool 0.0 20		0.0	11.3	20	2.3	0.0	20	0.0	0.0	20	0.0						
EINAL AVAIL EACTOR	+	0 0			10 5			70			90						0 00
	1	2:5			2:21			1			2.5						
FACTOR SOURCE OF STATISTIC	OF S	TATIST	<u>ပ</u>							RE	REASON FOR WEIGHTING THE FACTOR	OR WEI	GHTIN	G THE F	-ACTO	~	
Employment 2000 CT Occupational Statistics	sdno:	ational 5	statistica		Volume 1 - pgs. 92-93	1 - pgs.	92-93			20%-IV	20%-Most positions are recruited from outside agencies,	ions are	recruit	led from	outside	agencie	ss,
New Haven - Secretaries & Admin Asst - 436000	- Se	cretarie	s & Adn	nin Ass	t - 4360	00				college	colleges and technical schools.	chnical	schools				
Other Offices & Admin Support Workers -439000	38 & /	Admin S	Support	Worker	rs -4390	00				Limited	Limited hiring due to small workforce.	ue to sn	nall wo	kforce.			
Unemployment CT Dept of Labor	Labo		haracte	eristics	of Jobse	ekers -	1st Qu	Characteristics of Jobseekers - 1st Quarter 2021	121	G0%-P	60%-Positions are also filled by the unemployed	are also	filled b	y the un	employ	pe	
New Haven County - Secretaries	Con	nty - Se	cretarie	s & Adı	& Admin Asst - SOC CODE 43.60	- SOC	CODE	43.60		job see	job seekers in this category.	his cate	gory.				
SOC CODE 43.90 - Other Office	43.6	30 - Oth	er Offic	e & Adr	& Admin Support	oort				Data is	Data is more current and more applicants available	irrent ar	nd more	applica	ints ava	ilable.	
Promotional Pool Promotable pool used in this occupational category from employees	bool	used ir	this oc	cupatio	ınal cate	gory frc	um emp	loyees		20% - F	20% - Promotable pool from employees in Secretary 2 and	e pool fro	ldme mo	oyees in	Secretar	y 2 and	
in Secretary 2 and Office Assistar	/ 2 ar	nd Office	e Assist	tant titles.	S.					Office /	Office Assistant titles. Degree of upward mobility	itles. De	gree of	upward n	nobility		
										in line	in line of progression.	ssion.					

Used for Secretarial Cierical -Varied - Employed Pool Data	Jerical	-variec	- Епр	loyed	ם וססר	ala						
Employed Pool	GT	ΔL	TF	MM	WF	BM	BF	ΣH	HF	ANHNHANHNPI-F	ANHNE	붓
436000	13285	275	13010	200	11370	20	880	10	495	45	265	
439000	11807	3022	8785	2179	6944	464	1050	187	506	192	285	
TOTAL	25092		3297 21795	2379	18314	484	1930	197	1001	237	550	
	100%	13.1%	100% 13.1% 86.9%	9.5%	73.0%	1.9%	7.7%	0.8%	4.0%	%6.0	2.2%	
		13.1	86.9	9.5	73.0	1.9	7.7	0.8	4.0	6.0	2.2	
Used for Secretarial Clerical -Varied - Unemployed Pool Data	Clerical	-Variec	I - Une	nploye	ood pa	Data						
Jnemployed Pool	GT	ΜL	TF	WM	WF	ВМ	BF	ΣH	生	ANHNHANHNPI-F	ANHNE	느
SOC CODE 43.6	269	10	259	6	199	1	26	0	33	0		
SOC CODE 43.9	401	63	338	40	252	12	35	80	50	က	_	
TOTAL	670	73	269	49	451	13	61	8	83	က	2	
	100%	10.9%	100% 10.9% 89.1%		7.3% 67.3%	1.9%	9.1%	1.2%	1.2% 12.4%	0.4%	0.3%	
		10.9	89.1	7.3	67.3	1.9	9.1	1.2	12.4	0.4	0.3	

Promo Pool For Secretarial Clerical, Varied - Promotable Pool Data												
Promo Pool	GT	MΤ	土	MM	WF	BM	BF	ΣI	生	ANHNA/	HE ANHNHANHNPI-F	
Secretary 2	44	2	42	1	27	1	11	0	4	0	0	
Office Assistant	18	m	15	2	2	1	7	0	3	0	0	
TOTAL	62	2	57	3	32	2	18	0	7	0	0	
%	िल	8.1%	8.1% 91.9% 4.8% 51.6%	4.8%	51.6%	3.2%	3.2% 29.0%	%0.0	0.0% 11.3%	%0.0	%0.0	
		0	010	αV	516	3.2	29.0		0.0	0.0	0.0	

OCC. CATEGORY: TITLE:

Secretarial Clerical Secretary 2

4/30/2021

REPORTING PERIOD: LMA: New Haven

FACTOR	TOT	TOTAL MALE	Ę	TOT/	TOTAL FEMALE	ALE	MHI	WHITE MALE	Щ	WHIT	WHITE FEMALE	ALE	BLA	BLACK MALE	H	BLAC	BLACK FEMALE	ALE
	RS	*	WF	RS	^	WF	RS	^	WF	RS	*	WF	RS	*	WF	RS	*	WF
Employment	2.1	30	9.0	97.9	30	29.4	1.5	30	0.5	85.6	30	25.7	0.2	30	0.1	9.9	30	2.0
Unemployment	3.7	40	1.5	96.3	40	38.5	3.3	40	1.3	74.0	40	29.6	0.4	40	0.2	9.7	40	3.9
Promotional Pool	15.8	30	4.7	84.2	30	25.3	10.5	30	3.2	31.6	30	9.5	5.3	30	1.6	36.8	30	11.0
FINAL AVAIL. FACTOR			6.8			93.2			5.0			64.8			1.9			16.9
FACTOR	HISP	HISPANIC MALE	IALE	HISPANIC		FEMALE AAIANHNPI MALE	AAIAN	INP! M		AAIANHNPI FEMALE	NPI F	MALE						
	RS	^	WF	RS	*	WF	RS	^	WF	RS	*	WF						
Employment	0.1	30	0.0	3.7	30	1.1	0.3	30	0.1	2.0	30	9.0						
Unemployment	0.0	40	0.0	12.3	40	4.9	0.0	40	0.0	4.0	40	0.2						
Promotional Pool	0.0	30	0.0	15.8	30	4.7	0.0	30	0.0	0.0	30	0.0						
FINAL AVAIL. FACTOR			0.0			10.7			0.1			0.8						100.2
FACTOR	SOUR	CE OF	SOURCE OF STATISTIC	TIC							REA	REASON FOR WEIGHTING THE FACTOR	OR WEI	3HTIN	3 THE F	ACTOF	~	
Employment	2000 C	T Occu	pationa	2000 CT Occupational Statistics	SS	Volume 1 - pgs. 92-93	1 - pgs.	92-93			30%-Mi	30%-Most positions are recruited from outside agencies,	ions are	recruit	ed from	outside	agencie	ss,
	New H	aven - S	secretar	New Haven - Secretaries & Admin		Asst - 436000	8				college	colleges and technical schools.	chnical s	schools				
											This an	This an important target group for recruitment efforts	nt targe	group	for recru	nitment of	efforts.	
Unemployment	CT Dept of Labor	ot of Lal	oor	Charac	teristics	Characteristics of Jobseekers - 1st Quarter 2027	eekers -	1st Qu	arter 20	ļ	40% <u>-</u> Pc	40%-Positions are also filled by the unemployed	are also	filled by	y the un	employe	þ	
	New H	aven C	ounty -	New Haven County - Secretaries		& Admin Asst - SOC CODE 43.60	st - SOC	CODE	43.60		job see	job seekers in this category.	nis cate	Jory.				
											This an	This an important target group for recruitment efforts.	nt targe	group	for recru	uitment	efforts.	
Promotional Pool	Promot	able po	pesn lo	Promotable pool used in this occupational category from employees	ccupati	onal cate	gory fro	om emp	loyees		30% - Pi	30% - Promotable pool from employees	pool fro	m emplo	oyees			
	in the S	ecretar	y 1 and	in the Secretary 1 and Office Assist	ssistan	tant classifications.	ications			-	in the Se	in the Secretary 1 and Office Assistant classifications.	and Offi	ce Assis	stant clas	ssification	JS.	

Used for Secretarial Clerical - Secretary 2 - Employed Pool Data	Serical -	Secre	tary 2	- Empl	oyed P	ool Da	ta				
Employed Pool	GT	MΤ	Ŧ	MM	WF	BM	BF	HΜ	Ή	ANHNHANHNPI-F	ANHNA
436000	13285	275	13010	200	11370	50	880	10	495	45	265
TOTAL	13285	275	13010	200	11370	20	880	10	495	45	265
	100%	2.1%	92.9%	1.5%	85.6%	0.2%	%9:9	0.1%	3.7%	0.3%	2.0%
		2,1	97.9	1.5	85.6	0.2	9.9	0.1	3.7	0.3	2.0
Used for Secretarial Clerical - Secretary 2 - Unemployed Pool Data	Serical -	Secre	tary 2	- Unem	ployed	l Pool	Data				
Unemployed Pool	GT	Mμ		MM	WF	ВМ	BF	ΜН	HF	ANHNHANHNPI-F	ANHNA
SOC CODE 43.6	269	10	259	6	199	1	26	0	33	0	1
TOTAL	269	10	259	6	199	1	26	0	33	0	1
	100%	3.7%	3.7% 96.3%		74.0%	3.3% 74.0% 0.4%	9.7%	%0.0	0.0% 12.3%	%0.0	0.4%
		3.7	96.3	3.3	74.0	4.0	9.7	0.0	12.3	0.0	0.4

				4					
				ANHNA	0	0	0	%0.0	00
				ANHNHANHNPI-F	0	0	0	%0.0	00
				HF	0	3	3	15.8%	15.8
				НΜ	0	0	0	%0.0	0
				BF		7		100% 15.8% 84.2% 10.5% 31.6% 5.3% 36.8% 0.0% 15.8%	36 R
				BM	0	1	1	2.3%	7,2
				WF	-	2	9	31.6%	21 G
			411	WM	0	2	2	10.5%	2 4 0 K
				Ŧ	-	15	16	84.2%	0 10
				Σ	0	က	က	15.8%	15.0
				GT	1	18	19	100%	
Promo Pool For	Secretarial Clerical-	Secretary 2 -	PromotablePool Data	Promo Pool	Secretary 1	Office Assistant	TOTAL	%	

OCC. CATEGORY: TITLE:

Secretarial Clerical Office Assistant

4/30/2021

REPORTING PERIOD: LMA: New Haven

Employment Unemployment Promotional Pool	2	TOTAL MALE	쁘	TOTA	TOTAL FEMALE	Ш	WHI	WHITE MALE	Щ	WHIT	WHITE FEMALE	4LE	BLA	BLACK MALE	Щ	BLAC	BLACK FEMALE	ALE
Employment Unemployment Promotional Pool	RS	*	WF	RS	*	WF	RS	*	WF	RS	*	WF	RS	*	WF	RS	*	WF
Unemployment Promotional Pool	2.1	30	9.0	6.76	30	29.4	1.5	30	0.5	85.6	30	25.7	0.2	30	0.1	9.9	30	2.0
Promotional Pool	3.7	40	1.5	96.3	40	38.5	3.3	40	1.3	74.0	40	29.6	4.0	40	0.2	9.7	40	3.9
	0.0	30	0.0	100.0	30	30.0	0.0	30	0.0	100.0	30	30.0	0.0	30	0.0	0.0	30	0.0
FINAL AVAIL. FACTOR			2.1			97.9			1.8			85.3			0.3			5.9
FACTOR	HISPA	HISPANIC MALE	IALE	HISPA	HISPANIC FEMAL		AAIANHNPI MALE	INPI M		AAIANHNPI FEMALE	INPI FE	MALE						
	RS	*	WF	RS	M	WF	RS	*	WF	RS	 </td <td>WF</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	WF						
Employment	0.1	30	0.0	3.7	30	1.1	0.3	30	0.1	2.0	30	9.0						
Unemployment	0.0	40	0.0	12.3	40	4.9	0.0	40	0.0	0.4	40	0.2						
Promotional Pool	0.0	30	0.0	0.0	30	0.0	0.0	30	0.0	0.0	30	0.0		5				
FINAL AVAIL. FACTOR	T		0.0			0.9			0.1			0.8						100.2
FACTOR S(OURC	E OF	SOURCE OF STATISTIC	ပ							REA	REASON FOR WEIGHTING THE FACTOR	R WEI	GHTIN	3 THE F	ACTOR	~	
Employment 20	300 CT	L Occul	2000 CT Occupational Statistics	tatistics		Volume	olume 1 - pgs. 92-93	92-93			30%-M	30%-Most positions are recruited from outside agencies,	ions are	recruit	ed from	outside	agencie	es,
	ew Ha	ven - S	ecretaries	s & Admii	New Haven - Secretaries & Admin Asst - 436000	36000					college	colleges and technical schools.	shnical (schools				
											This an	This an important target group for recruitment efforts.	nt targe	t group	for recru	uitment (efforts.	
Unemployment	T Dept	CT Dept of Labor)Of	Characte	Characteristics of Jobseekers - 1st Quarter 2021	Jobseek	cers - 1s	t Quart	er 2021		40%-Pc	40%-Positions are also filled by the unemployed	are also	filled b	/ the un	employe	g	
	ew Ha	ven Co	unty - Se	cretaries	New Haven County - Secretaries & Admin As	Asst - So	st - SOC CODE 43.60)E 43.6	0		job see	job seekers in this category.	nis cate	gory.				
			•								This an	This an important target group for recruitment efforts	nt targe	t group	for recru	uitment (efforts.	
Promotional Pool Pro	romota	able po	ol used in	this occu	Promotable pool used in this occupational category from employees	sategory	from er	nployee	Sé		30% - Pi	30% - Promotable pool from employees	pool fro	m emplo	yees			
<u>.</u>	the Cl	erk Tvi	in the Clerk Typist classification.	fication.							in the Cl	in the Clerk Typist classification.	t classific	cation.				

Employed Pool	GT	MΤ	1	MM	WF	BM	BF	MΗ	Ή	ANHNAHNPI-F	ANHNA
436000	13285	275	13010	200	11370	20	880	10	495	45	265
TOTAL	13285	275	13010	200	11370	20	880	10	495	45	265
	100%	2.1%	94.9%	1.5%	85.6%	0.2%	%9.9	0.1%	3.7%	0.3%	2.0%
		2.1	6.76	1.5	85.6	0.2	9.9	0.1	3.7	0.3	2.0
Used for Secretarial C	Serical.	· Office	Assista	nt - Un	etarial Clerical - Office Assistant - Unemployed Pool Data	d Pool	Data				
Jnemployed Pool	GT	TIM	TF	WM	WF	BM	BF	НМ	HF	ANHNHANHNPI-F	ANHNE
SOC CODE 43.6	569	10	259	6	199	1	26	0	33	0	1
TOTAL	269	10	259	6	199	-	26	0	33	0	1
	100%	3.7%	96.3%	3.3%	74.0%	0.4%	9.7%	%0.0	12.3%	%0.0	0.4%
		3.7	96.3	3.3	74.0	0.4	9.7	0.0	12.3	0.0	0.4

Promo Pool For Secretarial Clerical- Office Assistant - Promotable Pool Data												
Promo Pool	GT	ΜL	TF	MM	WF	BM BF		ΣH	H	ANHNA	HF ANHNHANHNPI-F	Ļ
Clerk	-	0	1		1							
TOTAL	-	0	-	0	,	0	0	0	0	0	0	
%	100%	%0.0	100% 0.0% 100.0%	%0.0	100.0% 0.0%	%0.0	%0.0	%0.0	0.0% 0.0% 0.0%	%0.0	%0.0	
		0.0	100.001	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

OCC. CATEGORY:

Technical Paraprofessional

REPORTING PERIOD: LMA: New Haven

100.0 5,3 2.2 3.1 0.0 **BLACK FEMALE** 70%-Most positions are recruited from outside agencies, This is the largest source of applicants in this category. This an important target group for recruitment efforts. ⋛ 2 30 0 30%-Positions are also filled by the unemployed REASON FOR WEIGHTING THE FACTOR 10.4 0.0 3.1 RS 2.5 WF o.0 1.6 0.0 **BLACK MALE** No Promotable/Transferable Pool colleges and technical schools. ≷ 20 စ္က 0 job seekers in this category. 5.4 1.3 0.0 RS 55.0 **AAIANHNPI FEMALE** 1.4 42.8 12.2 0.0 0.0 ¥ 0.7 0.7 ¥ WHITE FEMALE **≷** ⋛ 2 20 စ္က 30 0 0 -%0 61.2 40.5 0.0 0. 2.4 0.0 RS RS New Haven - Purchasing Agents - 131023, Library Technicians - 254031, Characteristics of Jobseekers - 1st Quarter 2021 Business Operations Specialist - SOC CODE 13.1, SOC CODE-25.4 27.5 2.1 Librarians, Curators, Archivists, Health Diagnosing & Treating Occs. ¥ 20.1 7.4 0.0 ¥ 4.0 0.0 HISPANIC FEMALE AAIANHNPI MALE WHITE MALE ≷ Volume 1 - pgs.80--87 ≷ 2 2 30 30 0 0 24.5 0.0 2.4 0.0 28.7 4. RS RS 65.7 4.0 46.6 0.8 19.1 ΝŁ ΝŁ 0.0 3.2 0.0 TOTAL FEMALE SOC CODE - 29.1 New Haven County **≷** ≷ 2 20 30 30 0 0 No Promotable/Transferable Pool. 2000 CT Occupational Statistics 9.99 1.2 63.8 0.0 10.5 0.0 RS Speech Pathologists - 291127 RS SOURCE OF STATISTIC 2.2 34.3 23.4 10.9 CT Dept of Labor --WF 0.0 WF 7.5 0.0 0.7 **HISPANIC MALE** TOTAL MALE } **≷** 20 20 30 က္က 0 0 0.1 33.4 6.4 0.0 36.2 0.0 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Promotional Pool** Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment Employment** Employment **FACTOR** FACTOR **FACTOR**

Used for Technical Paraprofessional - Employed Pool Data	araprote	SSIONS	II - EM	oloyed	Pool L	Jata					
Employed Pool	GT	MΤ	TF	W	WF	BM	BF	ΨH	보	ANHNHANHNPI-F	ANHNA
131023	914	365	549	325	520	0	15	15	4	25	10
254031	234	110	124	85	105	15	15	0	0	10	4
291127	297	8	289	4	260	4	15	0	14	0	0
TOTAL	1445	483	962	414	885	19	45	15	18	35	14
	100%	33.4%	%9.99	28.7%	61.2%	1.3%	3.1%	1.0%	1.2%	2.4%	1.0%
		33.4	999	28.7	61.2	1.3	3.1	1.0	1.2	2.4	1.0
Used for Technical Paraprofessional - Unemployed Pool Data	araprofe	ssione	ıl - Une	mploy	ed Poc	ol Data					
Unemployed Pool	GT	ΔL	TF	WM	WF	BM	BF	EΗ	HF	ANHNHANHNPI-F	ANHNA
SOC CODE 13.1	273	149	124	96	62	23	26	25	17	5	2
SOC CODE 25.4	10	4	9	4	5	0	0	0	1	0	0
SOC CODE 29.1	305	09	245	44	154	6	35	4	44	3	12
TOTAL	588	213	375	144	238	32	61	29	62	8	14
	100%	36.2%	63.8%	24.5%	40.5%	5.4%	10.4%	4.9%	10.5%	1.4%	2.4%
		36.2	63.8	24.5	40.5	5.4	10.4	4.9	10.5	1.4	2.4

OCC. CATEGORY: TITLE:

Skilled Craft Workers

REPORTING PERIOD: LMA: New Haven

Employment RS VW WF RS V	FACTOR	TOT	TOTAL MALE	Į Į	TOTAL F	L FEM.	EMALE	WH	WHITE MALE	l iii	WHIT	WHITE FEMALE	ALE	BLA	BLACK MALE	li li	BLAC	BLACK FEMALE	ALE
98.0 50 49.0 2.0 50 1.0 87.3 50 43.7 1.2 50.0 15 7.5 50.0 15 7.5 16.7 15 2.5 0.0 0.0 15 7.5 16.7 15 2.5 0.0 0.0 15 7.5 16.7 15 2.5 0.0 0.0 15 16.7 15 2.5 0.0 0.0 16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 0.0 15 0		RS	*	WF	RS	*	WF	RS	*	WF	RS	*	WF	RS	^	WF	RS	M	WF
93.3 35 32.7 6.7 35 2.3 56.8 35 19.9 2.8 50.0 15 7.5 16.7 15 2.5 0.0 0.0 15 7.5 16.7 15 2.5 0.0 0.0 15 16.7 15 2.5 0.0 0.0 15 16.7 15 2.5 2.5 27.8 15 4.2 0.0 15 0.0 0.0 15 0.0 0.0 15 0.0 0.0 15 0.0 0.0 0.0 15 0.0 0.0 0.0 15 0.0 0.0 0.0 15 0.0 0	Employment	98.0		49.0	2.0	20	1.0	87.3	50	43.7	1.2	20	9.0	4.6	50	2.3	0.4	20	0.2
50.0 15 7.5 50.0 15 7.5 16.7 15 2.5 0.0	Unemployment	93.3		32.7	6.7	35	2.3	56.8	35	19.9	2.8	35	1.0	11.7	35	4.1	1.3	35	0.5
RS WW WF RS WW WF RS WW WF RS 10.0 20.0 20.0 20.0 20.0 16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 17.0 SOURCE OF STATISTIC 2000 CT Occupational Statistics Volume 1 New Haven County - Carpenters - 472031, Electricians - 472111 Pipelayers, Plumbers, Pipefitters Etc - 472150, Heating, AC, Vent, Mech Installers - 499021, Locksmiths & Safe Repairs - 499094 CT Dept of Labor Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - Construction Trades Workers - 47.2, Other Maintenance & Repairs Occupations -49.9	Promotional Pool	50.0		7.5	50.0	15	7.5	16.7	15	2.5	0.0	15	0.0	16.7	15	2.5	22.2	15	3.3
HISPANIC MALE HISPANIC FEMALE AAIANHNPI MALE AAIANH RS VW WF RS VS	FINAL AVAIL. FACTOR			89.2			10.8			66.1			1.6			8.9			4.0
RS VW WF RS VW WF RS VW WF RS	FACTOR	HISP	ANIC	IALE	HISPA		MALE	AAIAN	HNPI M.		AAIAN	INPI FE	EMALE						
4.1 50 2.1 0.0 50 0.0 2.0 50 1.0 0.3 23.9 35 8.4 2.5 35 0.9 0.9 35 0.3 0.0 16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 0.0 4CTOR		RS	<u>*</u>	WF	RS	*	WF	RS	*	WF	RS	*	WF						
16.7 15 2.5 27.8 15 4.2 0.9 35 0.0 0.0 16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 0.0 2000 2000 CT Occupational Statistics 2000 CT Occ	Employment	4.1		2.1	0.0	50	0.0	2.0	20	1.0	0.3	20	0.5						
16.7 15 2.5 27.8 15 4.2 0.0 15 0.0 0.0 4CTOR	Unemployment	23.9		8.4	2.5	35	6.0	0.9	35	0.3	0.0	35	0.0						-
13.0 5.1 1.3	Promotional Pool	16.7		2.5	27.8	15	4.2	0.0	15	0.0	0.0	15	0.0						
source of statistics 2000 CT Occupational Statistics New Haven County - Carpenters - 472031, Electricians - 472111 Pipelayers, Plumbers, Pipefitters Etc - 472150, Heating, AC, Vent, Mech Installers - 499021, Locksmiths & Safe Repairs - 499094 CT Dept of Labor Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - Construction Trades Workers - 47.2, Other Maintenance & Repairs Occupations -49.9	FINAL AVAIL. FACTOR			13.0			5.1			1.3			0.2						100.2
SOURCE OF STATISTIC 2000 CT Occupational Statistics Volume 1 New Haven County - Carpenters - 472031, Electricians - 472111 Pipelayers, Plumbers, Pipefitters Etc - 472150, Heating, AC, Vent, Mech Installers - 499021, Locksmiths & Safe Repairs - 499094 CT Dept of Labor Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - Construction Trades Workers - 47.2, Other Maintenance & Repairs Occupations -49.9																			
2000 CT Occupational Statistics Volume 1 New Haven County - Carpenters - 472031, Electricians - 472111 Pipelayers, Plumbers, Pipefitters Etc - 472150, Heating, AC, Vent, Mech Installers - 499021, Locksmiths & Safe Repairs - 499094 CT Dept of Labor Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - Construction Trades Workers - 47.2, Other Maintenance & Repairs Occupations - 49.9	FACTOR	SOUR	CE OF	STATIS	TIC							REA	SON F	OR WEI	GHTIN	3 THE	FACTOF	~	
CT Dept of Labor Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - Construction Trades Workers - 47.2, Other Maintenance & Repairs Occupations -49.9	Employment	2000 C New Ha Pipelay Mech Ir	T Occu aven Co ers, Plu estallers	pationa cunty - (umbers, s - 4990	Statistic Sarpente Pipefitte 21, Lock	rs - 472 rs Etc - smiths	Volume 1031, Elt 472150 & Safe I	etrician ectrician , Heatin Repairs	IS - 472 Ig, AC, 19909	111 Vent,		50%-M and thi	ost posii s is the l	tions are argest s	recruit ource o	ed from f potent	outside tial appli	agencii cants.	Ş
	Unemployment	CT Der New Ha	aven Co	bor county - (Characi Construci Repairs (teristics tion Tra Occupa	of Jobs des Wo tions -48	rkers - 4	- 1st Qt 17.2,	aarter 20)21	35%-Si job see	ome pos kers in t	itions ar	e filled gory.	by the L	oldmeur	yed	
Promotional Pool Promotable Pool - from the Service Maintenance - varied Varied	Promotional Pool	Promot	able Po	ool - fror	n the Se	rvice M.	aintenar	ıce - val	ried			15% - P classific	romotabl ations.	e Pool - f	rom the	Service	Maintena	nce - val	ied

Osed for Shifted Clait -Employed Fool Data		- 55									
Employed Pool	GT	ΤM	보	MΜ	WF	BM	BF	HΜ	HF	ANHNHANHNPI-F	ANHNE
472031	4255	4178	11	3740	55	190	4	200	4	48	14
472111	2199	2129	20	1825	35	135	25	85	0	84	10
472150	1646	1612	34	1425	20	74	9	75	0	38	4
499021	984	984	0	935	0	20	0	19	0	10	0
499094	104	100	4	100	0	0	0	0	0	0	4
TOTAL	9188	9003	185	8025	110	419	39	379	4	180	32
	100%	%0.86	2.0%	87.3%	1.2%	4.6%	0.4%	4.1%	%0.0	2.0%	0.3%
		0.86	2.0	87.3	1.2	4.6	0.4	4.1	0.0	2.0	0.3
Used for Skilled Craft - Unemployed Pool Data	- Unem	ployed	Pool	ata							
Unemployed Pool	GT	MΤ	Ŧ	MΜ	WF	BM	BF	MΗ	Ή	ANHNHANHNPI-F	ANHNE
SOC CODE 47.2	1676	1585	91	966	42	174	19	403	30	12	0
SOC CODE 49.9	409	360	49	189	17	69	6	92	23		0
TOTAL	2085	1945	140	1185	29	243	28	498	53	19	0
	100%	93.3%	6.7%	26.8%	2.8%	11.7%	1.3%	23.9%	2.5%	%6.0	0.0%
		93.3	6.7	56.8	2.8	11.7	1.3	23.9	2.5	60	0.0
Promo Pool For Skilled											
Craft- PromotablePool Data											
Promo Pool	GT	MT	TF	MM	WF	ВМ	BF	НΜ	生	ANHNHANHNPI-F	ANHNE
Serv Maint Varied(all	18	0	6	3	0	3	4	ю	ı,	0	0
titles except custodians)								,	L	,	7
TOTAL	18	တ	တ	က	0	m	4	2	ŋ	0	5
	100%	20.0%	20.0%	16.7%	0.0%	16.7%	22.2%	16.7%	27.8%	%0.0	%0.0
		50.0	50.0	16.7	0.0	16.7	22.2	16.7	27.8	0.0	0.0

OCC. CATEGORY:

Service Maintenance

Varied

REPORTING PERIOD:

New Haven LMA:

5.8 100.3 2.4 1.7 **BLACK FEMALE** 30%-Most positions are recruited from outside agencies, ⋛ 30 2 20 50%-Some positions are filled by the unemployed REASON FOR WEIGHTING THE FACTOR 3.4 5.7 12.1 RS 15.5 2.9 5.6 7.0 20% - Promotional Pool from Custodians MΕ **BLACK MALE** ⋛ 30 20 20 job seekers in this category. 34.8 9.7 11.1 RS and private sector. 12.0 1.2 **AAIANHNPI FEMALE** 5.9 4.9 0.5 9.0 WF ¥ 0.1 WHITE FEMALE ⋛ 30 ⋛ 30 20 50 20 20 3.0 19.7 9.7 0.1 6.1 RS RS CT Dept of Labor -- Characteristics of Jobseekers - 1st Quarter 2021 New Haven County - 37 - Building & Grounds Cleaning & 2000 CT Occupational Statistics Volume 1 - pgs. 88-89 New Haven County - Bldg and Grnds Cleaning & Maint Occ - 370001 Promotable pool used in this occupational category from Custodians. 2.0 41.4 13.6 22.6 5.2 Ν 9.0 0.8 9.0 ¥ HISPANIC FEMALE AAIANHNPI MALE WHITE MALE ⋛ ≷ 30 20 20 30 20 45.4 25.8 9. 1.6 45.2 3.0 RS RS 26.6 9.7 11.3 დ დ 5.5 Χ¥ 1.2 × 1.7 4.7 **TOTAL FEMALE** ₹ ⋛ 202 30 20 20 32.8 22.5 27.3 5.7 9.3 6.1 RS RS Maintenance Occupations SOURCE OF STATISTIC 73.5 14.8 38.8 14.5 20.2 WF 9.9 6. ¥ 3.1 HISPANIC MALE TOTAL MALE ₹ 30 30 ⋛ 20 20 20 20 67.2 77.5 10.3 72.7 19.7 9.1 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR Promotional Pool Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment** Employment Employment **FACTOR FACTOR** FACTOR

Used for Serv Maintenance -Employed Pool Data	enance -	Employ	ed Po	ol Data								
Employed Pool	GT	Σ	브	Σ×	WF	ВМ	BF	НΜ	生	ANHNA	ANHNPI-F	4
370001	01 11673	7850	3823	5295	2300	1130	699	1203	099	222	194	
TOTAL	11673	7850	3823	5295	2300	1130	699	1203	099	222	194	
	100%	67.2%	32.8%	45.4%	19.7%	9.7%	2.7%	10.3%	5.7%	1.9%	1.7%	
		67.2	32,8	45.4	19.7	6.7	5.7	10.3	5.7	1.9	17	
Used for Service Maintenance - Unemployed Pool Data	intenanc	e - Une	mploy	ed Poc	I Data							
Unemployed Pool	GT	TM	TF	MM	WF	BM	BF	HМ	Ή	ANHNA	ANHNHANHNPI-F	<u></u>
SOC CODE 37	702	544	158	317	99	78	24	138	65	11	1	
TOTAL	702	544	158	317	89	78	24	138	65	11	7	
	100%	100% 77.5% 22.5% 45.2%	22.5%	45.2%	9.7%	9.7% 11.1%	3.4%	3.4% 19.7%	9.3%	1.6%	0.1%	
		77.5	22.5	45.2	9.7	11.1	3.4	19.7	9.3	1.6	0.1	

Promo Pool For Service											
Maintenance-Varied											
Promotable Pool Data											
Promo Pool	GT	Σ	۲	MΜ	WF	BM	BF	HM	HF	ANHNE	ANHNPI-F
Custodian	99	48	18	17	4	23	8	9	4	2	2
TOTAL	99	48	18	17	4	23	8	9	4	2	2
	100%	100% 72.7% 27.3% 25.8%	27.3%	25.8%	6.1%	6.1% 34.8% 12.1%	12.1%	9.1%	6.1%	3.0%	3.0%
		72.7	27.3	25.8	6.1	34.8	12.1	9.1	6.1	3.0	3.0

OCC. CATEGORY: TITLE

Service Maintenance

Custodians

REPORTING PERIOD:

New Haven LMA:

8.6 100.5 3.9 0.0 4.7 **BLACK FEMALE** 50%-Most positions are recruited from applicants from ⋛ 20 50 0 50%-Some positions are filled by the unemployed REASON FOR WEIGHTING THE FACTOR 7.8 9.3 0.0 0% - No promotional pool since entry level position. RS 13.4 0.0 WF 5.2 8.2 **BLACK MALE ≷** 20 50 ob seekers in this category. 0 10.3 16.4 0.0 RS the employed pool. 23.1 **AAIANHNPI FEMALE** 1.3 12.6 10.5 0.0 0.2 0.0 MΕ --ΝF WHITE FEMALE ≷ ≷ 20 20 20 20 0 0 0.0 20.9 0.4 0.0 25.1 2.1 RS RS. CT Dept of Labor -- Characteristics of Jobseekers-1st Quarter 2021 25.6 1.6 17.8 6.0 7.8 0.0 0.0 Α¥ 0.7 HISPANIC FEMALE AAIANHINPI MALE WHITE MALE Volume 1 - pgs. 88-89 ₹ 0 20 20 0 22 22 New Haven LMA - 37 .2 - Bldg Cleaning & Pest Control New Haven County - Janitor & Bldg Cleaners- 37201X 35.5 15.6 0.0 6. 0.0 RS RS 49.0 16.2 27.8 21.2 12.5 0.0 WF 0.0 ×Κ 3.7 TOTAL FEMALE Maids & Housekeeping Cleaners - 372012 ≷ 20 20 20 50 0 0 2000 CT Occupational Statistics 7.4 42.4 55.6 0.0 RS 24.9 0.0 RS SOURCE OF STATISTIC 51.0 10.7 28.8 22.2 0.0 WF 5.6 0.0 ×Κ 5.1 HISPANIC MALE No promotable pool. TOTAL MALE } ⋛ 20 20 20 20 0 0 57.6 44.4 0.0 10.2 0.0 11.1 RS RS FINAL AVAIL. FACTOR FINAL AVAIL. FACTOR **Promotional Pool** Promotional Pool Promotional Pool Unemployment Unemployment Unemployment **Employment** Employment Employment FACTOR FACTOR FACTOR

Used for Custodians -Employed Pool Data	-Employ	ed Po	ol Data									
Employed Pool	GT	TM	TF	WM	MF	BM	BF	НМ	Ή	ANHNHANHNPI-F	ANHNA	ኍ
37201X	5463	4364	1099	2745	099	160	175	720	220	139	44	
372012	2805	400	2405	190	1415	06	470	120	390	0	130	
TOTAL	8268	4764	3504	2935	2075	850	645	840	610	139	174	
	100%	27.6%	42.4%	35.5%	25.1%	10.3%	7.8%	10.2%	7.4%	1.7%	2.1%	
		57.6	42.4	35.5	25.1	10.3	7.8	10,2	7.4	17	2.1	
Used for Custodians - Unemployed Pool Data	- Unemp	oloyed	Pool D	ata								
Unemployed Pool	GT	Ψ	ᄩ	MM	WF	BM	BF	HM	HF	ANHNHANHNPI-F	ANHNA	느
SOC-CODE 37.2	225	100	125	35	47	37	21	25	56	3	1	
TOTAL	225	100	125	35	47	37	21	25	56	3	1	
	100%	44.4%	25.6%	15.6%	100% 44.4% 55.6% 15.6% 20.9% 16.4%	16.4%	9.3%	11.1%	9.3% 11.1% 24.9%	1.3%	0.4%	
		44.4	55.6	15.6	20.9	16.4	9.3	11.1	24.9	1.3	0.4	

OCC. CATEGORY: TITLE:

Protective Services

REPORTING PERIOD: LMA: New Haven

FACTOR	TOT	TOTAL MALE	ALE	TOT	TOTAL FEM	MALE	WHI	WHITE MALE	<u> </u>	WHIT	WHITE FEMALE	ALE	BLA	BLACK MALE	"	BLAC	BLACK FEMALE	ALE
	RS	*	WF	RS	*	WF	RS	*	WF	RS	*	WF	RS	M	WF	RS	*	WF
Employment	88.8	09	53.3	11.2	09	6.7	8.69	09	41.9	7.4	9	4.4	11.5	09	6.9	1.6	09	1.0
Unemployment	67.2	40	26.9	32.8	40	13.1	30.1	40	12.0	12.0	40	4.8	23.9	40	9.6	12.7	40	5.1
Promotional Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
FINAL AVAIL. FACTOR			80.2			19.8			53.9			9.5			16.5			6.1
FACTOR	HISP	ANIC	HISPANIC MALE	HISPA	HISPANIC FEMALE		AAIANHNPI MALE	HNPI M.		AAIAN	4NPI F	AAIANHNPI FEMALE						
	RS	₹	WF	RS	*	WF	RS	*	WF	RS	*	WF						
Employment	7.4	9	4.4	2.2	09	1.3	0.2	60	0.1	0.0	60	0.0						
Unemployment	11.6	40	4.6	7.3	40	2.9	1.5	40	9.0	0.8	40	0.3						
Promotional Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0						
FINAL AVAIL. FACTOR			9.0			4.2			0.7			0.3					П	6 66
FACTOR	SOUR	CE O	SOURCE OF STATISTIC	STIC							REA	REASON FOR WEIGHTING THE FACTOR	OR WEI	GHTIN	3 THE F	ACTOR	~	
Employment	2000 C New H ₆	T Occ	Sounty -	2000 CT Occupational Statistics New Haven County - Police Officers ·	cs fficers -	Volume 1 - pgs. 88-89 333050	1 - pgs	. 88-89			60%-M and pri	60%-Most positions are recruited from outside agencies, and private sector.	tions are	recruit	ed from	outside	agenci	es,
Unemployment	CT Dept of Labor New Haven LMA - 3	ot of L aven l	abor	CT Dept of Labor Characteristics	teristics /e Servi	Characteristics of Jobseekers - 1st Quarter 2021 Protective Services Occupations	eekers ·	- 1st Qu	ıarter 20	121	40%-Si	40%-Some positions are filled by the unemployed job seekers in this category.	sitions a	re filled gory.	by the u	nemplo	yed	
Promotional Pool	No pror	motab	le pool u	No promotable pool used in this occu	is occul	pational category.	categor	<u></u>			All prom	All promotional opportunities are from within the category	pportunit	ies are fi	om withir	the cat	egory	

Used for Protective Services -Employed Pool Data	rvices	-Emplo	oyed P	ool Da	g						
Employed Pool	GT	MΤ	TF	MM	WF	BM	BF	HM	ЫH	ANHNHANHNPI-F	ANHNE
333050	1834	1629	205	1280	135	210	30	135	40	4	0
TOTAL	1834	1629	205	1280	135	210	30	135	40	4	0
	100%	88.8%	11.2%	69.8%	7.4%	11.5%	1.6%	7.4%	2.2%	0.2%	%0:0
		88.8	11.2	8.69	7.4	11.5	1.6	7.4	2.2	0.2	0.0
Used for Protective Services - Unemployed Pool Data	rvices	- Uner	nploye	d Pool	Data						
Unemployed Pool	GT	TM	TF	WM	WF	BM	BF	HM	HF	ANHNRANHNPI-F	ANHNE
SOC CODE 33	259	174	85	78	31	62	33	30	19	4	2
TOTAL	259	174	85	78	31	62	33	30	19	4	2
	100%	67.2%	32.8%	30.1%	12.0%	23.9%	12.7%	11.6%	7.3%	1.5%	0.8%
		67.2	32.8	30.1	12.0	23.9	12.7	11.6	7.3	1.5	0.8

8. Utilization Analysis & Hiring and Promotion Goals Section 46a-68-85

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

Southern CT State University Agency:

Occupational Category/Class: **I. Executive** All

FORM 85A

CT/National Reporting Date: April 30, 2021
Labor Market Area: CT/Nati

		GRAND	TOTAL	TOTAL	W	WHITE	BLACK	CK.	HISF	HISPANIC	AAIA	AAIANHNPI	2 OR MOF	2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	%	100	50.0	50.0	42.3	34.6	0.0	7.7	0.0	7.7	7.7	0.0	0.0	0.0	Ą.
WORKFORCE PARITY %	PARITY %	100	48.1	51.9	40.5	41.0	3.6	5.5	2.0	3.2	2.0	2.3	0.0	0.0	ю
WORKFORCE NOS.	NOS.	26	13	13	11	6	0	2	0	2	2	0	0	0	ن
WORKFORCE	WORKFORCE PARITY NOS.	26	12.5	13.5	10.5	10.7	6.0	1.4	0.5	8.0	0.5	9.0	0.0	0.0	<u>٥</u>
NET UTILIZATION (+/-)	(110N (+/-)		0.5	-0.5	0.5	-1.7	-0.9	9.0	-0.5	1.2	1.5	9.0-	0.0	0.0	انس
PREVIOUS UTILIZATION	TILIZATION		1.5	-1.5	8.0	-0.2	-0.1	9.4	9.0-	-1.0	1.4	-0.7	0.0	0.0	انت
	PREVIOUS PLAN GOALS	2	1	1						1					9
TING GO	CURRENT PLAN HIRES	2	0	2						2					ı
	CURRENT PLAN GOALS	4	2	2		1	1		1			-1			
	PREVIOUS PLAN GOALS	1	0	1								1			
	CURRENT PLAN PROMOTIONS	0	0	0											\vee
ГРКОМОТ	CURRENT PLAN GOALS	1	0	1		1									
SJAC	PREVIOUS PLAN GOALS	0	0	0											Σ
NRD/ CAI	CURRENT PLAN PROMOTIONS	0	0	0											z
MOB	CURRENT PLAN GOALS	0	0	0											a

Southern CT State University Agency:

Professor Occupational Category/Class: II. Faculty Professor

Reporting Date: April 30, 2021
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	GRAND	TOTAL	TOTAL	WHITE	E	BL	BLACK	HISH	HISPANIC	AAIA	AAIANHNPI	2 OR MO	2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	100	54.4	45.6	43.2	37.3	5.3	1.8	1.8	0.6	4.1	5.9	0.0	0.0	Ä
	100	49.9	50.1	40.4	38.6	3.0	5.5	1.7	4.1	4.9	1.9	0.0	0.0	B.
	169	65	77	73	63	6	ъ	М	1	7	10	0	0	ن
	169	84.3	84.7	68.3	65.2	5.1	9.3	2.9	6.9	8.3	3.2	0.0	0.0	Ď.
		7.7	-7.7	4.7	-2.2	3.9	-6.3	0.1	-5.9	-1.3	8.9	0.0	0.0	щі
		8.0	-8.0	6.6	-8.2	1.4	-3.5	-2.6	-3.5	-0.8	7.0	0.0	0.0	LE.
PREVIOUS PLAN GOALS	4	П	3				1	1	2					_O
CURRENT PLAN HIRES	0	0	0											I
CURRENT PLAN GOALS	8	0	8				ю		rc.					ы
PREVIOUS PLAN GOALS	16	3	13		œ		ъ	2	2	1				5
	13	9	7	4	7	1		1						$_{\succeq}$
CURRENT PLAN GOALS	7	1	9		2		3		1	1				
PREVIOUS PLAN GOALS	0	0	0											Σ
	0	0	0											z
CURRENT PLAN GOALS	0	0	0											· o

Southern CT State University

Occupational Category/Class: II. Faculty Associat

Associate Professor

FORM 85A FORM 85A

CT/National Reporting Date: April 30, 2021 Labor Market Area:

ъ ö FEMALE 2 OR MORE RACES 0.0 0.0 0.0 MALE 0.0 0.0 0.0 0.0 0.0 0 FEMALE -0.3 5.5 5.4 1.7 2.5 \vdash ∞ AAIANHNPI MALE 17.9 6.6-12.1 4.4 5.4 ø 7 \vdash 7 ~ \leftarrow $_{\odot}$ MALE FEMALE 0.8 3 1.2 2.9 HISPANIC 2 2.0 0.8 1.8 1.9 1.2 MALE FEMALE 5.4 4.5 1.3 3.0 6.7 œ BLACK -4.2 -2.1 1.4 4.2 6.2 7 m 2 MALE FEMALE 45.6 44.6 -3.0 99 -8.1 14 63 7 4 9 m WHITE 34.5 31.4 46.5 4.5 7.1 51 4 $^{\circ}$ FEMALE TOTAL 56.8 51.6 76.4 -2.5 7.6 15 84 2 4 0 9 m 0 0 0 TOTAL MALE 43.2 48.4 71.6 -7.6 2.6 64 10 4 0 0 0 7 2 4 9 GRAND TOTAL 100 100 148 148 6 10 9 21 / 0 0 0 4 CURRENT PLAN PROMOTIONS CURRENT PLAN PROMOTIONS PREVIOUS PLAN GOALS PREVIOUS PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN HIRES WORKFORCE PARITY NOS. PREVIOUS UTILIZATION **WORKFORCE PARITY %** NET UTILIZATION (+/-) WORKFORCE NOS. **WORKFORCE %** MOBILITY GOALS HIBING GOALS PROMOTTONAL GOALS UPWARD/ CAREER

Southern CT State University Agency:

Occupational Category/Class: II. Faculty Assistant

Assistant Professor

Reporting April 30, 2021 Labor Market Area:

CT/National

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s		∢	е.	ن	<u> </u>	ம்	už	_U	工		_				+	Σ	z	0
AAIANHNPI 2 OR MORE RACES	FEMALE	0.0	0.0	0	0.0	0.0	0.0											
2 OR M	MALE	0.0	0.0	0	0.0	0.0	0.0											
HNPI	FEMALE	11.1	5.4	10	4.9	5.1	5.9		1									
AAIAN	MALE	13.3	5.3	12	4.8	7.2	7.0		м									
HISPANIC	FEMALE	3.3	3.5	3	3.2	-0.2	-1.3	1										
HISP	MALE	0.0	3.0	0	2.7	-2.7	-1.8	2		8								
BLACK	FEMALE	2.2	4,2	2	3.8	-1.8	-2.9	ю	1	2								
BL,	MALE	1.1	2.7	1	2.4	-1.4	-0.5	1		1								
WHITE	FEMALE	41.1	40.8	37	36.7	0.3	-0.4		13									
W	MALE	27.8	35.1	25	31.6	9.9-	-6.0	9	3	7								
TOTAL	FEMALE	57.8	53.9	52	48.5	3.5	1.3	4	16	2		0	0	0		0	0	0
TOTAL	MALE	42.2	46.1	38	41.5	-3.5	-1.3	6	9	11		0	0	0		0	0	0
GRAND	TOTAL	100	100	06	06			13	22	13		0	0	0		0	0	0
		% =	E PARITY %	NOS.	WORKFORCE PARITY NOS.	(+/-)	PREVIOUS UTILIZATION	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS
		WORKFORCE %	WORKFORCE PARITY %	WORKFORCE NOS.	WORKFORCE	NET UTILIZATION (+/-)	PREVIOUS U	S⊐∀	ANG GO	HIŁ		SOALS	JANOT	PROMO7			ИВР\ САЯ	

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

Occupational Category/Class: II. Faculty Coaches

Labor Market Area: Reporting Date:

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April 30, 2021 CT/National

2 OR MORE RACES	LE FEMALE	0 0.0 A.	0 0.0 B.) 0	0 0.0 D.	0.0 E.	0 0.0 F.	G	王	H	ſ	×			Σ	z	(
Н	FEMALE MALE	0.0 0.0	1.0 0.0	0 0	0.3 0.0	-0.3 0.0	-0.2 0.0										
AAIANHNPI	MALE	0.0	1.7	0	0.4	-0.4	-0.4	-		1							
HISPANIC	FEMALE	3.8	1.4	1	0.4	9.0	0.7							,			
HISI	MALE	3.8	3.0	1	8.0	0.2	0.3										
BLACK	FEMALE	0.0	3.6	0	6.0	-0.9	-0.9			, 1							2
BL	MALE	11.5	11.7	3	3.0	0.0	-0.8	п									
WHITE	FEMALE	26.9	23.2	7	6.0	1.0	2.4										
×	MALE	53.8	54.4	14	14.1	-0.1	-1.1	1	2								
TOTAL	FEMALE	30.8	29.5	8	7.6	0.4	2.0	1	0	1	0	0	0		0	0	0
TOTAL	MALE	69.2	70.8	18	18.4	-0.4	-2.0	3	2	1	0	0	0		0	0	0
GRAND	TOTAL	100	100	26	26			4	2	2	0	0	0		0	0	c
		Æ.%	WORKFORCE PARITY %	JE NOS.	WORKFORCE PARITY NOS.	NET UTILIZATION (+/-)	PREVIOUS UTILIZATION	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS	PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS-	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN	
		WORKFORCE %	WORKFORG	WORKFORCE NOS.	WORKFORG	NET LITTI 17	PREVIOUS	รา∀	TING GO	AIH	STAC	JON∀Γ C	TOMOЯЧ)ALS ₹EER	RD\ CAF	AW9ι ιΒΟΜ

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

CT/National Reporting Date: April 30, 2021
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All Nonfaculty Occupational Category/Class: III. Professional

GRAND TOTAL TOTAL	TOTAL		TOT/	ب	WH	WHITE		ACK		HISPANIC	AAIAI	AAIANHNPI	2 OR MO	2 OR MORE RACES	
TOTAL MALE FEMALE MAL	MALE FEMALE	E FEMALE	→	MAL	Ш	MALE FEMALE		MALE FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
100 39.5 60.5 27.6	39.5 60.5	5 60.5		27.6	_	48.6	9.9	5.3	1.6	3.7	2.9	2.9			Ą
WORKFORCE PARITY % 100 41.9 58.2 31.1	41.9 58.2	58.2		31.1		41.1	4.0	7.1	3.7	5.4	3.3	4.5			Bi
243 96 147 67	96 147	147		29	_	118	16	13	4	6	7	7	2	0	ن
WORKFORCE PARITY NOS. 243 101.8 141.4 75.6	101.8 141.4	.8 141.4	-	75.6	101	6'66	6.7	17.3	0.6	13.1	8.0	10.9	0.0	0:0	Ö.
NET UTILIZATION (+/-) -8.6 -8.6	3 5.6	3 5.6		9'8-		18.1	6.3	-4.3	-5.0	-4.1	-1.0	-3.9	2.0	0.0	шì
PREVIOUS UTILIZATION -1.6 1.6 -9.1	1.6	1.6		-9.1		16.6	4.9	-7.5	-6.9	-4.2	-1.7	-7.1	0.0	0.0	ıú
37 18 19 9 PREVIOUS PLAN GOALS	18 19	19		6				8	7	4	2	7			g
CURRENT PLAN HIRES 19 4 15 3	4 15	15		ю		7	0	က	1	2	0	м			ı
CURRENT PLAN GOALS 27 15 12 9	15 12	12	-	6				4	5	4	-1	4			
DREVIOUS PLAN GOALS 0 0	0		0												
CURRENT PLAN 0 0 0 PROMOTIONS	0		0												
CURRENT PLAN GOALS 0 0 0	0		0												_
PREVIOUS PLAN GOALS 0 0	0		0												Σ
CURRENT PLAN 0 0 0 PROMOTIONS	0		0												z
CURRENT PLAN GOALS 0 0 0	0		0												o

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

FORM 85A

Occupational Category/Class:

IV. Secretarial/ Clerical- Varied

Reporting Date: April 30, 2021
Labor Market Area: CT/New Haven County

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က္သ	Ш	ď	œ	ن	Ö	ய	ய	<u>U</u>	工	Н	-	-	×		+	Σ	z	0	\dashv
RE RACE	FEMALE	0.0	0.0	0	0.0	0.0	0.0												
2 OR MORE RACES	MALE	0.0	0.0	0	0.0	0.0	0.0												
AAIANHNPI	FEMALE	3.2	9.0	П	0.2	0.8	9.0												
AAIA	MALE	0.0	0.4	0	0.1	-0.1	-0.1												
HISPANIC	FEMALE	6.5	10.5	2	3.3	-1.3	-2.8	2		1		1							, Til
HISP	MALE	0.0	6.0	0	0.3	-0.3	9.0-	П											
BLACK	FEMALE	25.8	12.8	8	4.0	4.0	3.9		8.										
BL	MALE	3.2	2.1	1	0.7	0.3	9.0												
TE	MALE FEMALE	38.7	65.3	12	20.2	-8.2	9.9-	5		9		2		2					
WHITE	MALE	22.6	7.3	7	2.3	4.7	5.1												
TOTAL	FEMALE	74.2	89.3	23	27.7	-4.7	-5.0	7	0	7		3	0	2		0	0	0	
TOTAL	MALE	25.8	10.7	80	3.3	4.7	5.0	1	0	0		0	0	0		0	0	0	
GRAND	TOTAL	100	100	31	31			8	0	7		3	0	2		0	0	0	
		%	PARITY %	NOS.	WORKFORCE PARITY NOS.	(+/-)	PREVIOUS UTILIZATION	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CHRENT PLAN GOALS	CUNNEINI FENIX CONFE
		WORKFORCE %	WORKFORCE PARITY %	WORKFORCE NOS.	WORKFORCE	NET UTILIZATION (+/-)	PREVIOUS U	SJ∀	пие ео	HIE		SJAO	JANOT			YEER STA	RD\ CAR	MOB	

Agency: Southern CT State University

Occupational Category/Class:

IV. Secretarial/ Clerical- Secretary2

FORM 85A

CT/New Haven County Reporting Date: April 30, 2021 Labor Market Area:

2 OR MORE RACES	MALE FEMALE	0.0 0.0 A.	0.0 0.0 B.	0 0	0.0 0.0 D.	0.0 0.0 E.	0.0 0.0 F.	G	Σ	I		×			Σ	ΣΖ
AAIANHNPI 2	FEMALE	0.0	0.8	0	0.4	-0.4	-0.6									
AAIAI	MALE	0.0	0.1	0	0.0	0.0	0.0									
HISPANIC	FEMALE	9.1	10.7	4	4.7	-0.7	-3.0	ю		1						
HISP	MALE	0.0	0.0	0	0.0	0.0	-0.2									
S,	FEMALE	25.0	16.9	11	7.4	3.6	2.9									
BLACK	MALE	2.3	1.9	1	0.8	0.2	0.1				1					
ITE	FEMALE	61.4	64.8	27	28.5	-1.5	1.7			1			П			
WHITE	MALE	2.3	5.0	1	2.2	-1.2	6.0-	1					1			
TOTAL	FEMALE	95.5	93.2	42	41.0	1.0	1.0	4	0	2	0	0	1		0	0
TOTAL	MALE	4.5	8.9	2	3.0	-1.0	-1.0	1	0	0	1	0	1		0	0 0
GRAND	TOTAL	100	100	44	44			2	0	2	1	0	2		0	0 0
		WORKFORCE %	WORKFORCE PARITY %	WORKFORCE NOS.	WORKFORCE PARITY NOS.	NET UTILIZATION (+/-)	PREVIOUS UTILIZATION	9 PREVIOUS PLAN GOALS	G CURRENT PLAN HIRES	臣 CURRENT PLAN GOALS	ୁ ≷ G PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS		ST∀	PREVIOUS PLAN GOALS OF CORRENT PLAN PROMOTIONS

Southern CT State University

Occupational Category/Class:

IV. Secretarial/ Clerical- Office Assistant

Reporting Date: April 30, 2021
Labor Market Area: CT/Ne

FORM 85A

CT/New Haven County

		GRAND	TOTAL	TOTAL	WHITE	111	E E	BLACK	HIS	HISPANIC	AAI	AAIANHNPI	2 OR MO	2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	Е %	100	16.7	83.3	11.1	27.8	5.6	38.9	0.0	16.7	0.0	0.0	0.0	0.0	ď
WORKFORCE	WORKFORCE PARITY %	100	2.1	6.76	1.8	85.3	0.3	5.9	0.0	6.0	0.1	8.0	0.0	0.0	œ.
WORKFORCE NOS.	E NOS.	18	ю	15	2	5	1	7	0	3	0	0	0	0	ن
WORKFORCE	WORKFORCE PARITY NOS.	18	9.4	17.6	0.3	15.4	0.1	1.1	0.0	1.1	0.0	0.1	0.0	0.0	<u>ن</u>
NET UTILIZA	NET UTILIZATION (+/-)		2.6	-2.6	1.7	-10.4	6.0	5.9	0.0	1.9	0.0	-0.1	0.0	0.0	ند
PREVIOUS U	PREVIOUS UTILIZATION		2.6	-2.6	1.8	-9.2	6.0	5.7	-0.1	1.0	0.0	-0.2	0.0	0.0	u:
STV	PREVIOUS PLAN GOALS	7	0	7		7									U
sing gc	CURRENT PLAN HIRES	0	0	0											т
НIН	CURRENT PLAN GOALS	6	0	6		6									per l
SUACE	PREVIOUS PLAN GOALS	2	0	2		2									
	CURRENT PLAN PROMOTIONS	0	0	0											$_{\succeq}$
PROMO7	CURRENT PLAN GOALS	1	0	1		П									-4
	PREVIOUS PLAN GOALS	0	0	0											Σ
ивр\ с≽і	CURRENT PLAN PROMOTIONS	0	0	0											z
MOB	CURRENT PLAN GOALS	0	0	0		+1									0

Agency: Southern CT State University

Occupational Category/Class:

V. Technical/Para- Professional- All

FORM 85A

Reporting Date: April 30, 2021
Labor Market Area: CT/New Haven County

		GRAND	TOTAL	TOTAL	Ä	WHITE	BL/	BLACK	HISPANIC	ANIC	AAIA	AAIANHNPI	2 OR M	2 OR MORE RACES	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	%	100	25.0	75.0	25.0	50.0	0.0	12.5	0.0	0.0	0.0	12.5	0.0	0.0	ď
WORKFORCE PARITY %	PARITY %	100	34.3	65.7	27.5	55.0	2.5	5.3	2.2	4.0	2.1	1.4	0.0	0.0	99
WORKFORCE NOS.	NOS.	8	2	9	2	4	0	1	0	0	0	1	0	0	ن
VORKFORCE	WORKFORCE PARITY NOS.	8	2.7	5.3	2.2	4.4	0.2	0.4	0.2	0.3	0.2	0.1	0.0	0.0	٥.
NET UTILIZATION (+/-)	(-/+) NOIL		-0.7	0.7	-0.2	-0.4	-0.2	9.0	-0.2	-0.3	-0.2	6.0	0.0	0.0	шi
PREVIOUS UTILIZATION	TILIZATION		0.0	0.0	9.0	-1.0	-0.2	0.5	-0.2	-0.4	-0.5	0.9	0.0	0.0	0
	PREVIOUS PLAN GOALS	2	0	2		1									g
SING GC	CURRENT PLAN HIRES	0	0	0											ıΞ
	CURRENT PLAN GOALS	2	0	2		1				1					н
	PREVIOUS PLAN GOALS	0	0	0											
	CURRENT PLAN PROMOTIONS	0	0	0											⊻
PROMOT	CURRENT PLAN GOALS	0	0	0											_
SJĄC	PREVIOUS PLAN GOALS	0	0	0											Σ
ARD/ CA	CURRENT PLAN PROMOTIONS	0	0	0											z
BOM	CURRENT PLAN GOALS	0	0	0											0

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

Occupational Category/Class: VI. Skilled Crafts

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FORM 85A

CT/New Haven County Reporting Date: April 30, 2021 Labor Market Area: CT/New

		GRAND	TOTAL	TOTAL	W	WHITE	BLA	BLACK	HISP	HISPANIC	AAIANHNPI	HNPI	2 OR M	2 OR MORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	E %	100	100.0	0.0	83.3	0'0	12.5	0.0	4.2	0.0	0.0	0.0	0.0	0.0	Ä
WORKFORCE	WORKFORCE PARITY %	100	89.2	10.8	66.1	1.6	8.9	4.0	13.0	5.1	1.3	0.2	0.0	0.0	ei ei
WORKFORCE NOS	E NOS.	24	24	0	20	0	3	0	П	0	0	0	0	0	ن
WORKFORCE	WORKFORCE PARITY NOS.	24	21.4	2.6	15.9	0.4	2.1	1.0	3.1	1.2	0.3	0.0	0.0	0.0	О.
NET UTILIZA	NET UTILIZATION (+/-)		2.6	-2.6	4.1	-0.4	6.0	-1.0	-2.1	-1.2	-0.3	0.0	0.0	0.0	ய்
PREVIOUS U	PREVIOUS UTILIZATION		3.0	-3.0	5.2	-0.3	1.7	-1.1	-3.6	-1.5	-0.4	-0.1	0.0	0.0	u
SJĄ	PREVIOUS PLAN GOALS	80	ιΩ	3				1	4	2	₩				G
TNC CO	CURRENT PLAN HIRES	0	0	0											エ
ЯІН	CURRENT PLAN GOALS	2	2	3		1		11	2	1				5	,,
SOALS	PREVIOUS PLAN GOALS	0	0	0											-
) JANOT	CURRENT PLAN PROMOTIONS	0	0	0											×
ГОМОЯЧ	CURRENT PLAN GOALS	0	0	0											
SJALS	PREVIOUS PLAN GOALS	0	0	0											Σ
RD\ CAI	CURRENT PLAN PROMOTIONS	0	0	0											z
AW9U	CURRENT PLAN GOALS	0	0	0											0

Utilization Analysis- Hiring, Promotional and Upward/Career Mobility

Occupational Category/Class: VII. Maintenance/ Services- Varied

Labor Market Area: CT/New Haven County Reporting Date: April 30, 2021

FORM 85A

FEMALE 2 OR MORE RACES 0.0 0.0 0.0 0.0 0.0 0 MALE 0.0 0.0 0.0 0.0 0 FEMALE -0.2 -0.2 AAIANHNPI 0.0 1.2 0.2 0 MALE -0.4 -0.3 0.0 2.0 0.4 0 FEMALE 27.8 7.6 3.6 1.4 3.4 2 HISPANIC MALE 14.8 16.7 -0.5 2.7 0.3 _ \sim FEMALE 22.2 5.8 1.0 3.0 3.0 BLACK MALE 15.5 16.7 -0.2 2.8 0.2 FEMALE 12.0 -2.2 -1.6 0.0 2.2 0 \vdash П 7 \vdash MALE 16.7 41.4 -4.5 7.5 -3.7 \sim m FEMALE TOTAL 50.0 26.6 4.8 4.6 4.2 0 ⊣ 0 -0 0 0 6 TOTAL MALE 50.0 73.5 13.2 -4.2 -4.7 0 0 6 2 0 Ŋ 0 GRAND TOTAL 100 100 18 18 0 0 0 9 0 9 7 -2 PREVIOUS PLAN GOALS PREVIOUS PLAN GOALS PREVIOUS PLAN GOALS CURRENT PLAN GOALS CURRENT PLAN GOALS **CURRENT PLAN GOALS** CURRENT PLAN HIRES WORKFORCE PARITY NOS. CURRENT PLAN PROMOTIONS CURRENT PLAN PREVIOUS UTILIZATION % NET UTILIZATION (+/-) **WORKFORCE PARITY** WORKFORCE NOS. **WORKFORCE %** MOBILITY GOALS HIBING GOALS PROMOTTONAL GOALS UPWARD/ CAREER

Southern CT State University Agency:

Occupational Category/Class: VII. Maintenance/Services- Custodian

FORM 85A

Reporting Date: April 30, 2021
Labor Market Area: CT/New Haven County

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2 OR MORE RACES	FEMALE	0.0	0.0	0	0.0	0.0	0.0											
2 OR M	MALE	0.0	0.0	0	0.0	0.0	0.0											
HNPI	FEMALE	3.1	1.3	2	0.8	1.2	1.3											
AAIANHNPI	MALE	3.1	1.6	2	1.0	1.0	1.2											
NIC	FEMALE	6.3	16.2	4	10.4	-6.4	-8.8	6		9								
HISPANIC	MALE	6.3	10.7	4	8.9	-2.8	-7.5	æ	1	33								
BLACK	FEMALE	12.5	8.6	8	5.5	2.5	2.3											
BL	MALE	35.9	13.4	23	9.8	14.4	16.3		4									
WHITE	FEMALE	6.3	23.1	4	14.8	-10.8	-6.5	7		11								
×	MALE	26.6	25.6	17	16.4	9.0	1.4											
TOTAL	FEMALE	28.1	49.0	18	31.4	-13.4	-11.6	16	0	17	0	0	0		0	0	0	
TOTAL	MALE	71.9	51.0	46	32.6	13.4	11.6	8	2	3	0	0	0		0	0	0	
GRAND	TOTAL	100	100	64	64			24	5	20	0	0	0		0	0	0	
		E %	WORKFORCE PARITY %	E NOS.	WORKFORCE PARITY NOS.	NET UTILIZATION (+/-)	PREVIOUS UTILIZATION	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS	PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS *	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS	
		WORKFORCE %	WORKFORC	WORKFORCE NOS.	WORKFORC	NET UTILIZA	PREVIOUS L	STV	AING GO	IIH	STYOS) JANO∏			ST V (IRD) САІ	MOB	

Southern CT State University Agency:

Reporting Date: April 30, 2021 Labor Market A CT/New Haven County

FORM 85A

Occupational Category/Class: VII. Protective Services- Protective Svcs

9	GRAND TOTAL		TOTAL	W	WHITE	BL,	BLACK	HISF	HISPANIC	AAIA	AAIANHNPI	2 OR MORE RACES	E RACES	
TOTAL	_	MALE FE	FEMALE	MALE	FEMALE	MALE	FEMALE		MALE FEMALE	MALE	MALE FEMALE	MALE	FEMALE	
100	84.6	_	15.4	42.3	11.5	19.2	3.8	23.1	0.0	0.0	0.0	0.0	0.0	A
100	8	80.2	19.8	53.9	9.2	16.5	6.1	0.6	4.2	0.7	0.3	0.0	0.0	B.
56	22	2	4	11	3	5	1	9	0	0	0	0	0	ن
56	20	20.9	5.1	14.0	2.4	4.3	1.6	2.3	1.1	0.2	0.1	0.0	0.0	D.
	1.1	-	-1,1	-3.0	9.0	0.7	-0.6	3.7	-1.1	-0.2	-0.1	0.0	0.0	иi
	1.3		-1.3	-2.4	0.2	0.2	-0.3	3.5	-1.2	0.0	-0.1	0.0	0.0	-щ
m	2		1	2					1					U
4	4		0	3		1								r
72	m	3	2	3			П		1					
0	0	0	0											
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		-												

Southern Connecticut State University Hiring/Promotional Goals

May 1, 2020- April 30, 2021

Occupational						
Category/Class	Hiring Goals	Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Executive/Managerial (Cat.1)	1 HM 1 HF	1 HF	1 HF	1 AAIANHPIF		
Faculty-Professional- (Cat. 2) <i>Professor</i>	1 BF 1 HM 2 HF			8 WF 3 BF 2 HM 2 HF 1 AAIANHPIM	7 WF 1 HM	4 WM 1 BM
Associate Professor- Full time tenure track	2 WF 2 AAIANHPIM	2 WF 1 OM	3 WM 2 WF 1 BF	6 WF 2 BM 2 AAIANHPIM	6 WF 1 OM	4 WM 8 WF 1 HM 1 OF
Assistant Professor Full time tenure track	6 WM 1 BM 3 BF 2 HM 1 HF	3 WM 1 BF 1 HF	13 WF 3 AAIANHNPI M 1 AAIANHNPI F			
Coaches	1 WM 1 BM 1 BF 1 AAIANHPIM	1 WM	1 WM			
Professional Non- faculty (Cat. 3)	9 WM 8 BF 7 HM 4 HF 2 AAIANHPIM	3 WM 3 BF 1 HM 2 HF	7 WF			
Secretarial/Clerical- Varied NEC (Cat. 4)	7 AAIANHPIF 5 WF 1 HM 2 HF	3 OF		2 WF 1 HF		

Southern Connecticut State University Hiring/Promotional Goals

May 1, 2020- April 30, 2021

Occupational						
Category/Class	Hiring Goals	Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Secretary 2	1 WM 3 HF 1 AAIANHPIF			1 BM		
Office Assistant	7 WF			2 WF		
Technical and Paraprofessional (Cat. 5)	1 WF 1 HF		*			
Skilled Craft (Cat 6)	1 BF 4 HM 2 HF 1 AAIANHPIM					
Service/Maintenance Varied NEC (Cat 7)	3 WM 1 WF 1 HM 1 AAIANHPIM			1 WM 1 WF		1 BM
Custodian (Cat 7)	7 WF 8 HM 9 HF	1 HM	4 BM			
Protective Services	2 WM 1 HF	2 WM	1 WM 1 BM			
Total	127	25	38	35	15	20

Southern Connecticut State University Hiring/Promotional Goals

May 1, 2021- April 30, 2022

Occupational Category/Class	Hiring Goals	Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Executive/Managerial (Cat.1)	1 WF 1 BM 1 HM 1 AAIANHNPI F			1 WF		
Faculty-Professional- (Cat. 2) <i>Professor</i>	3 BF 5 HF			2 WF 3 BF 1 HF 1 AAIANHNPI 1 M		
Associate Professor- Full time tenure track	3 BM 7 AAIANHNPI M			3 WF 1 BM 3 AAIANHNPI M		
Assistant Professor Full time tenure track	7 WM 1 BM 2 BF 3 HM					
Coaches	1 BF 1 AAIANHNPI M					
Professional Non- faculty (Cat. 3)	9 WM 4 BF 5 HM 4 HF 1 AAIANHNPI M 4 AAIANHNPI F					
Secretarial/Clerical- Varied NEC (Cat. 4)	6 WF 1 HF			2 WF		

Southern Connecticut State University Hiring/Promotional Goals

May 1, 2021- April 30, 2022

Occupational				Promotion		Other
Category/Class		Achieved	Other Hires	Goals	Achieved	Promo
Secretary 2	1 WF 1 HF			1 WM 1 WF		
Office Assistant	9 WF			1 WF		
Technical and Paraprofessional (Cat. 5)	1 WF 1 HF					
Skilled Craft (Cat 6)	1 WF 1 BF 2 HM 1 HF					
Service/Maintenance Varied NEC (Cat 7)	4 WM 1 WF 1 AAIANHNPI M			1 WM 1 WF		
Custodian (Cat 7)	11 WF 3 HM 6 HF					
Protective Services	3 WM 1 BF 1 HF					
Total	120	0	0	22	0	

9. Employment Analysis Section 46a-68-86

Date: April 30, 2021

Category: Titles:

I. ExecutiveAllEmployment Process Analysis

Workforce #, Current26Workforce #, Previous30Net Change-4Hires2		Male Female	Male	Female	Male	biack Female	Hispanic Male	Female Male Female	Male	Female
	13	13	11	6	0	2	0	2	2	0
	16	14	13	12	11	2	0	0	2	0
	5-	-1	-2	-3	-1	0	0	2	0	0
	0	2						2		
Promotion within Category 0	0	0								
Temporary Appts. 0	0	0								
Emergency Hires 0	0	0								
Promotion into Category 0	0	0								
Total Increases 2	0	2	0	0	0	0	0	2	0	0
Layoffs 0 0	0	0								
Retirements 2		1	1	Ţ						
Termination/dismissals 0	0	0								
Resignations 4	2	2	1	2	1					
0	0	0								
Total Reductions 6	က	3	2	3	1	0	0	0	0	0
).						

II. Faculty
Professor
Employment Process Analysis

Date: April 30, 2021

Category: Titles:

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Workforce #, Current	169	92	77	73	63	6	3	3	1	7	10
Workforce #, Previous	166	92	74	75	09	8	3	2	1	7	10
Net Change	3	0	3	-2	3	1	0	1	0	0	0
Hires	0	0	0								
Promotion within Category	0	0	0								
Corrected Race	0	0	0								
Interims now reported in permanent position	0	0	0								
Return from leave	0	0	0								
Promotion into Category	13	9	7	4	7	1		1			
Total Increases	13	9	7	4	7	П	0	1	0	0	0
Transfers	0	0	0								
Termination	0	0	0								
Retirements	7	4	3	4	က						
Resignations	0	0	0								
Deceased	ъ	2	1	2							
Promotion to another category	0	0	0								
Total Reductions	10	9	4	9	4	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

II. Faculty Associate Professor Employment Process Analysis

Employment Process	Grand	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Hispanic Hispanic AAIANHNPI AAIANHNPI Male Female Female	AAIANHNPJ Female
Workforce #, Current	148	64	84	51	63	2	8	3	5	8	8
Workforce #, Previous	138	63	75	50	57	4	7	ю	4	9	7
Net Change	10	1	6	1	9	-2	1	0	1	2	1
Hires	6	4	5	3	4		1			1	
Promotion within Category	0	0	0								
Temporary Appts.	0	0	0								
race corrected in CORE (HF previously listed as WF)	-	0	1						1		
	0	0	0								
Promotion into Category	21	9	15	4	14			1		1	
Total Increases	31	10	21	7	18	0		1	П	2	1
Transfers	0	0	0								
race corrected in CORE (HF was listed asWF)	1	0	1		П						
Retirements	1	1	0	+							
Deceased	0	0	0								
Resignations	9	2	4	-	4						
Promotion to another category	13	9	7	4	7	1		1			
Total Reductions	21	6	12	9	12	2	0	1	0	0	0

Date: April 30, 2021

Category: Titles:

II. Faculty
Assistant Professor
Employment Process Analysis

0, 0, 1, 14	38	בומני בומני	Male	Female	Male	Male Female	Male	Female	Male	Female
		3 52	25	37	1	2	0	3	12	10
		2 52	27	38	2	1	1	2	12	11
	4	0	-2	-	-1	1	-1	1	0	T
	9	16	8	13		1		1	က	1
Promotion Within Category	0	0								
Temporary Appts. 0	0	0								
Emergency Hires 0	0	0								
Intermittent Appts. 0	0	0								
Promotion into Category 0	0	0								
Total Increases 22	9	16	3	13	0	1	0	1	8	
Dismissal 0	0	0								
Full time to part time 0	0	0								
Contract Ended 0	0	0								
Retirement 0	0	0								
Resignations 5	4	1	Н		П				2	1
Promotion to another category 21	1 6	15	4	14			-		1	
Total Reductions 26		10 16	2	14	1	0	1	0	8	2

Date: April 30, 2021

Category: Titles:

II. Faculty Coaches Employment Process Analysis

Employment Process	Grand	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Workforce #, Current	26	18	8	14	7	3	0	1	1	0	0
Workforce #, Previous	25	17	8	13	7	М	0	П	1	0	0
Net Change	1	1	0	1	0	0	0	0	0	0	0
Hires	2	2	0	2	0	0	0	0	0	0	0
Promotion within Category*	0	0	0	0	0						
Temporary Appts.	0	0	0								
Return from leave	0	0	0								
Emergency Hires	0	0	0								
Promotion into Category	0	0	0								
Total Increases	2	2	0	2	0	0	0	0	0	0	0
Transfers	0	0	0								
Layoff	0	0	0								
Retirements	0	0	0								
Termination/dismissals	0	0	0								
Resignations	1	1	0	1							
Promotion to another category	0	0	0								
Total Beductions	-	1	0	1	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

III. Prof. NonfacultyAllEmployment Process Analysis

Employment Process	Grand Total Total Male	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	Hispanic Hispanic AAIANHNPI AAIANHNPI Male Female Male Female	Two or More Races Male
Workforce #, Current	243	96	147	29	118	16	13	4	6	7	7	2
Workforce #, Previous	236	97	139	70	115	16	10	4	10	7	4	0
Net Change	7	-1	8	-3	3	0	က	0	-1	0	3	2
Hires	19	4	15	က	7	0	3	П	2	0	3	0
Promotion within Category*	3	0	3		2		1					
Temporary Appts.	0	0	0									
Emergency Hires	0	0	0									
Intermittent Appts.	0	0	0									
race corrected in CORE (WM was corrected at request of EE to Two or More Races)	2	2	0									2
Promotion into Category	0	0	0									
Total Increases	21	9	15	3	7	0	3	П	2	0	3	2
race corrected in CORE (WM was corrected at request of EE to Two or More Races)	2	2	0	2								
Retirements	4	2	2	2	7-1				1			
Contract Ended	0	0	0									
Termination		0	0									
Resignations	8	3	5	2	3			1	2			
Promotion to another category	0	0	0									
Total Reductions	14	7	7	9	4	0	0	1	3	0	0	0
* does not recult in an increase in category because promotion is within category	Cateoon	/ herails	se promoti	on is with	in categor	>						

Category: Titles:

IV. Secretarial / Clerical Varied

Employment Process Analysis

Date: April 30, 2021

Employment Process	Grand Total	Total Male	Total Female	White Male	White White Male Female	Black Male	Black Female	Hispanic Male		Hispanic AAIANHNPI Female Male	AAIANHNPI Female
Workforce #, Current	31	8	23	7	12	1	8	0	2	0	
Workforce #, Previous	32	8	24	7	13	1	8	0	2	0	
Net Change	-1	0	Tel	0	7	0	0	0	0	0	0
Hires	0	0	0								
employee return from leave	0	0	0								
Went from part-time to full-time	0	0	0								
Emergency Hires	0	0	0								
Intermittent Appts.	0	0	0								
Promoted or Transfer into Category*	0	0	0								
Total Increases	0	0	0	0	0	0	0	0	0	0	0
Layoffs	0	0	0								
Transfers	0	0	0								
Retirements	1	0	1		1						
Termination/dismissals	0	0	0								
Resignations	0	0	0								
Promotion to another category	0	0	0								
Total Reductions		0	1	0	1	0	0	0	0	0	0

Date: April 30, 2021

Employment Process Analysis

IV. Secretarial / Clerical Secretary 2 Category: Titles:

revious 45 2 4 revious 45 2 4 revious 45 2 4 revious -1 0 0 -1 0 0 rhin Category 0 0 0 Appts. 0 0 0	egory	0 0 0 0 0 0 0	43	7			remale	ואסוע			
45 2 43 -1 0 -1 -1 0 0 -1 cegory 0 0 0 0 ubsence 0 0 0 0 quy* 0 0 0 0 10 0 0 0 10 0 0 0 11 0 1	egory	7 0 0 0 0 0	43	7	27	H	11	0	4	0	0
-1 0 -1 thin Category 0 0 0 thin Category* 0 0 0 Appts. 0 0 0 Appts. 0 0 0 Category* 0 0 0 Category* 0 0 0 Missals 0 0 0 Category* 0 0 0		0 0 0 0	-1	1	28	1	11	0	4	0	0
hin Category 0 0 0 0 ppts. 0 0 0 0 ave of absence 0 0 0 0 Appts. 0 0 0 0 o Category* 0 0 0 0 missals 0 0 0 0 missals 0 0 0		0 0 0 0		0	꾸	0	0	0	0	0	0
hin Category 0 0 0 0 ppts. 0 0 0 0 ave of absence 0 0 0 0 Appts. 0 0 0 0 o Category* 0 0 0 0 missals 0 0 0 0		0 0 0	0								
Appts. O Category* O Category* O Category* O Category* O Category* O O O O O O O O O O O O O O O O O O O		0 0	0								
Appts. 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		c	0								
o Category* o Category* o Category* o Category* o 0 0 0 0 o 0 0 0 missals o 0 0 0 o 0 o 0 o 0 o 0 o 0 o 0		,	0								
o Category* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0								
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0								
0 0 0 0 0		0	0	0	0	0	0	0	0	0	0
0 0 0 0	0	0	0								
0 0 0	0	0	0								
0 0		0	П		1						
c c		0	0								
	0	0	0								
Promotion to another category** 0 0 0		0	0								
Total Reductions 1 0 1 0	ons 1	0	1	0	H	0	0	0	0	0	0

IV. Secretarial / Clerical Office Assistant Category: Titles:

Date: April 30, 2021

Employment Process Analysis

Workforce #, Current 18 3 15 2 5 1 7 Workforce #, Previous 18 3 15 2 5 1 7 Workforce #, Previous 18 3 15 2 5 1 7 Net Change 0	G Employment Process T	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispani c Male	Hispanic Female	AAIANHNPI AAIANHNPI Male Female	AAIANHNPI Female
18 3 15 2 5 1 10 0 0 0 0 0 0 10 0 0 0 0 0 0 10 0 0 0 0 0 0 10 0 0 0 0 0 0 100 0	Current	18	3	15	2	2	н	7	0	3	0	0
Hin Category O 0 0 0 0 0 0 0 Thin Category O 0 0 0 0 0 0 O 0 0 0 0 0 0 O 0 0 0 0	Previous	18	м	15	2	Ŋ	H	7	0	3	0	0
hin Category 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0	0	0	0	0	0	0	0	0	0
hin Category 0 0 0 0 ppts. opts. o Category* o Category* o another category** o b c c c c c c c c c c c c c c c c c c		0	0	0								
opts. 0 0 0 0 ires 0 0 0 0 Appts. 0 0 0 0 o Category* 0 0 0 0 0 o Category* 0 0 0 0 0 dismissals 0 0 0 0 0 0 dismissals 0 0 0 0 0 0 0 0 o another category** 0 0 0 0 0 0 0 0 0	within Category	0	0	0								
rices 0 0 0 0 Appts. 0 0 0 0 o Category* 0 0 0 0 o Category* 0 0 0 0 dismissals 0 0 0 0 dismissals 0 0 0 0 o another category** 0 0 0 0	Appts.	0	0	0								
Appts. 0 0 0 0 o Category* 0 0 0 0 0 o Category* 0 0 0 0 0 0 dismissals 0 0 0 0 0 0 dismissals 0 0 0 0 0 0 o another category** 0 0 0 0 0 0	Hires	0	0	0								
o Category* 0 <td< td=""><td>t Appts.</td><td>0</td><td>0</td><td>0</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	t Appts.	0	0	0								
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	into Category*	0	0	0								
tion/dismissals 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SE	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 /dismissals 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0	0								
/dismissals 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0	0	0								
y/dismissals 0 0 0 0 0 0 0 o another category** 0 0	S	0	0	0								
0 0 0 0 o another category** 0 0	on/dismissals	0	0	0								
0 0	SI	0	0	0								
	to another category**	0	0	0								
Total Reductions 0 0 0 0 0 0 0 0 0	ons	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

V. Technical / Paraprofessional All
Employment Process Analysis

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Hispanic Male Female	AAIANHNPI Male	AAIANHNPI Female
Workforce #, Current	8	2	9	2	4	0	+1	0	0	0	1
Workforce #, Previous	6	Ж	9	3	4	0	1	0	0	0	1
Net Change	-1	<u>-</u> -	0	-1	0	0	0	0	0	0	0
Hires	0	0	0								
Promotion into Category	0	0	0								
Temporary Appt	0	0	0								
Emergency Hires	0	0	0								
Intermittent Appts.	0	0	0								
part- fulltime *	0	0	0								
Total Increases	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0								
Layoffs	0	0	0								
Retirements	1	1	0	1							
Termination/dismissals	0	0	0								
Resignations	0	0	0								
Transfer to another category	0	0	0								
Total Reductions	1	П	0	1	0	0	0	0	0	0	0

Date: April 30, 2021

Category:

Titles:

VI. Skilled Crafts

Employment Process Analysis

Hispanic | Hispanic | AAIANHNPI | AAIANHNPI Female Male Female Male White White Black Black Male Female Male Female m W က Female Total Male Total $^{\circ}$ Grand Total $^{\circ}$ Promotion out to another category **Employment Process** Promotion within Category* Promotion into Category Termination/dismissals Workforce #, Previous Workforce #, Current Intermittent Appts. **Emergency Hires** Total Reductions Total Increases Resignations Retirements Correction Net Change Transfers Layoffs Hires

* does not result in an increase in category because promotion is within category

Date: April 30, 2021

Titles:

Category:

VII. Maintenance and Protective Services

Employment Process Analysis

Black | Hispanic | Hispanic | AAIANHNPI | AAIANHNPI Female 0 0 0 0 Male 0 0 0 0 0 Female 0 0 2 2 0 Male 0 \sim $^{\circ}$ 0 0 Female Male Female 0 4 4 0 0 Black 0 $^{\circ}$ White 0 0 0 0 0 White Male 0 $_{\infty}$ α 0 0 Female Total 0 σ δ 0 0 0 0 0 0 0 0 0 0 0 0 Male Total 0 0 0 0 0 σ ∞ 0 0 0 0 0 Grand Total 18 17 0 0 0 0 0 0 0 0 0 0 **Employment Process** Promotion into Category* Termination/dismissals Workforce #, Previous Promo out of category Workforce #, Current Intermittent Appts. Temporary Appts. **Emergency Hires** Total Reductions Total Increases Resignations Retirements Net Change Layoffs Death

^{*}Promotion into category from custodian to lead custodian varied 1BM

Date: April 30, 2021

Category: Titles:

VII. Maintenance and Protective Services Custodian
Employment Process Analysis

Employment Process	Grand	Total Male	Total Female	White Male	White Female	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI AAIANHNPI Male Female
Workforce #, Current	64	46	18	17	4	23	8	4	4	2	2
Workforce #, Previous	65	46	19	18	4	23	∞	3	2	2	2
Net Change	7	0	7	-1	0	0	0	1	1.	0	0
Hires	5	2	0			4		1			
Promotion within Category*	0	0	0								
Temporary Appts.	0	0	0								
Demoted in category	0	0	0								
Transfer into Category*	0	0	0								
Total Increases	5	2	0	0	0	4	0	1	0	0	0
Deceased	0	0	0								
Full time to part time	0	0	0								
Retirements	2	1	1			1			1		
Termination/dismissals	1	1	0			1					
Resignations	2	2	0			1					
Promo out of category**	1	-	0			1					
Total Reductions	9	2	1	H	0	4	0	0	1	0	0

**Promotion out custodian to lead custodian varied 1BM

Date: April 30, 2021

Category:

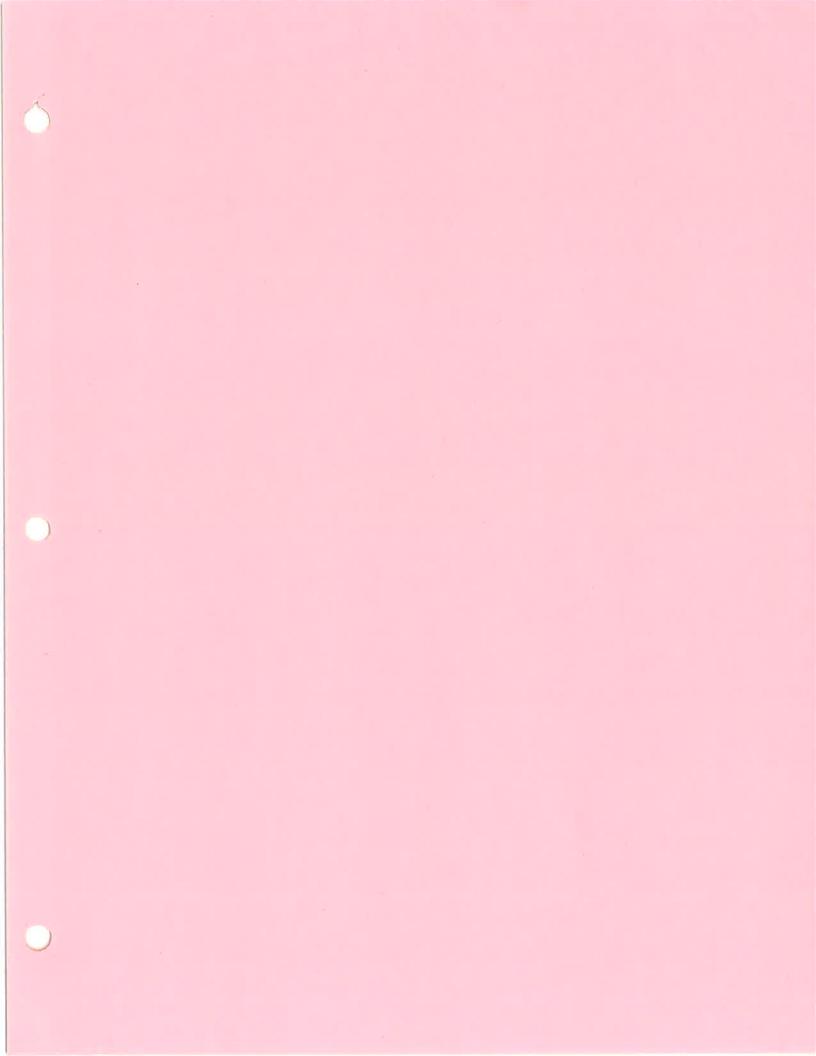
VII. Protective Services

Protective Services

Employment Process Analysis

Black | Hispanic | Hispanic | AAIANHNPI | AAIANHNPI Female Male Female Male Female Black Male Total White White Female \sim Male Ξ $^{\circ}$ m Female Male Total Grand Total Retirements/disability retirement Promotion to another category Promotion within Category* **Employment Process** Temporary Appointments Termination/dismissals Workforce #, Previous Workforce #, Current Intermittent Appts. **Emergency Hires** Total Reductions Total Increases Resignations Net Change Transfers Layoffs Hires

^{*} does not result in an increase in category because promotion is within category BF and HM promoted from police officer to Sergeant



Date: April 30, 2021

Category: Titles:

(Hires) I. Executive
All
Applicant Flow Analysis

Applicant Flow Analysis	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic Female	AAIANHNPI	AAIANHNPI	M
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0									
Reemployment list	0	0	0									Ĭ
Employment list	0	0	0									
Transfer list	0	0	0									
Other applicants	80	47	33	23	19	15	10	2	3	9	1	-
TOTAL APPLICANTS	80	47	33	23	19	15	10	2	8	9	1	H
TOTAL REJECTED APPLICANTS	99	41	25	23	17	11	7	1	1	5	0	+
TOTAL QUALIFIED APPLICANTS	14	9	8	0	2	4	e.	1	2	1	1	0
TOTAL TESTED												
TOTAL PASSING EXAMINATION												¥
Farned Ratings 1-5												
Earned Ratings 6-10												
Earned Ratings 11-15												
TOTAL INTERVIEWED	14	9	8	0	2	4	3	1	2	1	Ţ	0
Not offered position	12	9	9	0	2	4	3	1	0	T	1	0
Offered position	2	0	2	0	0	0	0	0	2	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	2	0	2	0	0	0	0	0	2	0	0	0

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FORM 42A2	Category: Titles:		II. Faculty Associate P	 Faculty Associate Professor 	<u>.</u>									
Date: April 30, 2021			Applicant	Flow Anal	Applicant Flow Analysis (Hires)									ļ
Applicant Flow Analysis	Grand	Total	Total	White	White	Black	Black Female	Hispanic Hispanic Male Female	Hispanic Female	AAIANHNPI	AAIANHNPI AAIANHNPI Male Female	TM	#	1375
Intra-agency	0	0	0											
Outside agency	0	0	0											_
Reemployment list	0	0	0											_
Employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	256	142	88	74	52	4	6	Ţ	3	45	22	2	2	
TOTAL APPLICANTS	256	142	88	74	52	4	6	П	3	45	22	2	2	
TOTAL REJECTED APPLICANTS	198	111	61	55	36	2	4	H	3	37	16	2	2	
TOTAL QUALIFIED APPLICANTS	28	31	27	19	16	2	5	0	0	8	9	0	0	
TOTAL TESTED														
TOTAL PASSING EXAMINATION														
Earned Ratings 1-5														
Earned Ratings 6-10														_
Earned Ratings 11-15														
TOTAL INTERVIEWED	28	31	27	19	16	2	5	0	0	88	9	0	0	
***Not offered position	49	27	22	16	12	2	4	0	0	7	9	0	0	
* Offered position	6	4	5	3	4	0	1	0	0	1	0	0	0	_
Refuse position/Withdrew	C	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ACCESSIONS*	6	4	2	e.	4	0	1	0	0	1	0	0	0	

0

0

Date: April 30, 2021

Category: Titles:

II. Faculty
Assistant Professor
Applicant Flow Analysis (Hires)

Applicant Flow Analysis	Grand	Total	Total Female	White	White	Black	Black Female	Hispani c Male		Hispanic AAIANHNPI AAIANHNPI Female Male Female	AAIANHNPI	TM	Ħ	M	Ę,	3
Intra-agency	0	0	0													
Outside agency	0	0	0													
Reemployment list	0	0	0													
Employment list	0	0	0													
Transfer list	0	0	0													
Other applicants	792	472	290	188	171	12	12	7	8	157	79	m	1	105	5 19	5
TOTAL APPLICANTS	792	472	290	188	171	12	12	7	80	157	79	m	1	105	5 19	5 6
TOTAL REJECTED APPLICANTS	290	385	200	153	114	10	6	9	9	122	25	CT.	1	91	15	2
TOTAL QUALIFIED APPLICANTS	177	87	06	35	57	2	e,	1	2	35	24	0	0	14	4	0
TOTAL TESTED																
TOTAL PASSING EXAMINATION																
Earned Ratings 1-5																
Earned Ratings 6-10																
Earned Ratings 11-15																
TOTAL INTERVIEWED	177	87	06	35	57	2	E)	1	2	35	24	0	0	14	4	0
***Not offered position	155	81	74	32	4	2	2	1	Ŧ	32	23	0	0	14	4	0
* Offered position	22	9	16	3	13	0	1	0	1	3	1	0	0		0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
TOTAL ACCESSIONS*	22	9	16	М	13	0	+	0	1	3	1	0	0		0 0	0 8

II. Faculty Category:

Coaches

Titles:

Date: April 30, 2021

Applicant Flow Analysis

(hires)

Applicant Flow Analysis	Grand	Total Male	Total Female	White Male	White Female	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Σ	- F	nn
Intra-agency	0	0	0											
Outside agency	0	0	0											
Reemployment list	0	0	0											
Employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	92	84	8	65	8	16	0	1	0	1	0	F	0	0
TOTAL APPLICANTS	92	84	8	65	8	16	0	1	0	1	0	-	0	0
TOTAL REJECTED APPLICANTS	73	68	5	52	5	14	0	1	0	0	0	H	0	0
TOTAL QUALIFIED APPLICANTS	19	16	3	13	3	2	0	0	0	1	0	0	0	0
TOTAL TESTED														
TOTAL PASSING EXAMINATION														
Earned Ratings 1-5														
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	19	16	3	13	e e	2	0	0	0	1	0	0	0	0
Not offered position	17	14	3	11	C)	2	0	0	0	1	0	0	0	0
Offered position	2	2	0	2	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	2	2	0	2	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: III. Professional/Nonfaculty
Titles: Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Ψn	Ę,	3
Intra-agency	0	0	0											
Outside agency	0	0	0											
Reemployment list	0	0	0											
Employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	712	222	489	160	376	23	48	7	26	2	12	8	27	
TOTAL APPLICANTS	712	222	489	160	376	23	48	7	26	2	12	98	27	
TOTAL REJECTED APPLICANTS	605	196	408	140	312	19	42	2	20	2	7	8	27	1
TOTAL QUALIFIED APPLICANTS	107	79	81	20	64	4	9	2	9	0	5	0	0	0
TOTAL TESTED												,		
TOTAL PASSING EXAMINATION														
Earned Ratings 1-5														
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	107	26	81	20	49	4	9	2	9	0	5	0	0	0
Not offered position	88	22	99	17	57	4	3	1	4	0	2	0	0	0
Offered position	19	4	15	3	7	0	Э	1	2	0	3	0	0	0
Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	٥
TOTAL ACCESSIONS	19	4	15	3	7	0	3	1	2	0	က	0	0	0

Date: April 30, 2021

Category: Titles:

IV. Secretarial/Clerical
Varied
Applicant Flow Analysis (

(hires)

Intra-agency	Grand	Total Male	Total Female	White	White Female	Black	Black Female	Hispanic Male	Hispanic Female	NPI	NPI NPI Male Female	M	UF	UU
ion of the second	0	0	0											
Outside agency	0	0	0											
Reemployment list	0	0	0											
Employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED														
TOTAL PASSING EXAMINATION														
Earned Ratings 1-5														
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

IV. Secretarial/Clerical sect 2
Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand	Total Male	Total Female	White Male	White	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANH NPI Male	AAIANH NPI Female	Σ	占	3
Intra-agency	0	0	0											
Outside agency	0	0	0											
Reemployment list	0	0	0											
Employment list	0	0	O.											
Transfer list	0	0	0											
Other applicants	0	0	0	0	0	0	0	0	0	0	٥	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED														
FOTAL PASSING EXAMINATION		E:												
Earned Ratings 1-5														
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	٥	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	

Date: April 30, 2021

Category: Titles:

(hires) IV. Secretarial/Clerical
Office Assistant
Applicant Flow Analysis (

Applicant Flow Analysis	Grand	Total Male	Total	White	White	Black	Black Female	Hispanic	Hispanic	AAIAN HNPI Male	AAIANH NPI Female	MU	UF	3
Intra-agency	0													
Outside agency	0	0	Ō											
Certified list	0	0	0											
Employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED	0	0	0											
TOTAL PASSING EXAMINATION	0	0	0											
Earned Ratings 1-5													T	
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: V. Technical/Paraprofessional
Titles: Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand	Total Male	Total Female	White	White Female	Black	Black	Hispanic Male	Hispanic Female	AAIANH AAIANH NPI NPI Male Female	AAIANH NPI Female	Σ	5	3
Intra-agency	0	0	0											
Outside agency	0	0	0											
Certified employment list	0	0	0											
Re-employment list	0	0	0											
Transfer list	0	0	0											
Other applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED	0	0	0											
TOTAL PASSING EXAMINATION	0	0	0											
Earned Ratings 1-5														
Earned Ratings 6-10														
Earned Ratings 11-15														
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

VI. Skilled Crafts
All
Applicant Flow Analysis (hires)

		-			`						
Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNP Female
Intra-agency	0	0	0								
Outside agency	0	0	0								
Reemployment list	0	0	0								
Employment list	0	0	0								
Transfer list	0	0	0								
Other applicants	0	0	0	0	0	0	0	0	0	0	0
OTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
OTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
OTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
OTAL TESTED											
TOTAL PASSING EXAMINATION											
Earned Ratings 1-5											
Earned Ratings 6-10											
Earned Ratings 11-15											
OTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

VII. Maintenance and Service Varied Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand	Total Male	Total Female	White Male	White Female	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Intra-agency	0	0	0							i a	
Outside agency	0	0	0								
Reemployment list	0	0	0								
Employment list	0	0	0								
Transfer list	0	0	0								
Other applicants	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
TOTAL TESTED											
TOTAL PASSING EXAMINATION											
Earned Ratings 1-5											
Earned Ratings 6-10											
Earned Ratings 11-15											
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0
Offered position	0	0	0	0	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

VII. Maintenance and Service Custodian Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand	Total Male	Total Female	White Male	White	Black	Black Female	Hispanic Male	Hispanic Female	AAIAN HNPI Male	AAIAN HNPI Female	M	- F	3
Intra-agency	0	0	0											
Outside agency	0	0	0										1	
Reemployment list	0	0	0										7	
Employment list	0	0	0										T	
Transfer list*	0	0	0											
Other applicants	443	318	124	80	11	167	86	48	0	0	2	23	13	1
TOTAL APPLICANTS	443	318	124	80	11	167	86	48	0	0	2	23	13	-
TOTAL REJECTED APPLICANTS	395	77.	117	74	6	141	93	42	0	0	2	20	13	ᅱ
TOTAL QUALIFIED APPLICANTS	48	41	7	9	2	26	5	9	0	0	0	٣	0	0
TOTAL TESTED														
TOTAL PASSING EXAMINATION														
Earned Ratings 1-5													T	
Earned Ratings 6-10														
Earned Ratings 11-15													T	T
TOTAL INTERVIEWED	48	41	7	9	2	26	5	9	0	0	0	М	0	0
Not offered position	43	36	7	9	2	22	2	5	0	0	0	m	0	0
Offered position	5	5	0	0	0	4	0	1	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	5	5	0	0	0	4	0	1	0	0	0	0	7	0

Date: April 30, 2021

Category: Titles:

VII. Maintenance and Service Protective Svcs Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Intra-agency	0	0	0								
Outside agency	0	0	0								
Reemployment list	0	0	0								
Certified Employment list	0	0	0								
Transfer list	0	0	0								
Other applicants	27	23	4	20	3	П	0	0	1	2	0
TOTAL APPLICANTS	27	23	4	20	3	1	0	0	1	2	0
TOTAL REJECTED APPLICANTS	22	19	3	17	က	0	0	0	0	2	0
TOTAL QUALIFIED APPLICANTS	5	4	1	3	0	1	0	0	1	0	0
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 1-5	0	0	0								
Earned Ratings 6-10	0	0	0								
Earned Ratings 11-15	0	0	0								
TOTAL INTERVIEWED	5	4	1	3	0	-	0	0	1	0	0
Not offered position	1	0	F	0	0	0	0	0	1	0	0
Offered position*		C)	0	3	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	4	4	0	3	0	1	0	0	0	0	0

Date: April 30, 2021

Category: Titles:

II. Faculty
Professor
Applicant Flow Analysis (promo)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Hispanic AAIANHNPI AAIANHNPI Female Male Female	AAIANHNPI Female
Intra-agency	15	7	8	4	œ	2	0	1	0	0	0
Outside agency	0	0	0								
Reemployment list	0	0	0								
Employment list	0	0	0								
Transfer list	0	0	0								
Other applicants	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	15	7	8	4	8	2	0	H	0	0	0
TOTAL REJECTED APPLICANTS	2	1	1	0	1	1	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	13	9	7	4	7	1	0	Ħ	0	0	0
TOTAL TESTED											
TOTAL PASSING EXAMINATION											
Earned Ratings 1-5											
Earned Ratings 6-10											
Earned Ratings 11-15											
TOTAL INTERVIEWED***	15	7	8	4	8	2	0	1	0	0	0
Not offered position	2	1	1	0	F	1	0	0	0	0	0
Offered position	4	4	0	4	0	0	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	13	9	7	4	7	1	0	1	0	0	0

*** all applicants are interviewed per union contract

Date: April 30, 2021

Category: Titles:

II. Faculty
Associate Professor
Applicant Flow Analysis (promo)

Hispanic Hispanic AAIANHNPI AAIANHNPI Male Female Male Female 이 0 0 0 0 0 0 Black Female 0 0 0 Black Male 0 15 14 0 14 15 14 White 15 0 0 White Male 19 0 15 16 0 0 이 0 0 16 15 15 Total Female 이 0 0 0 9 9 0 Grand Total Male 23 0 0 0 0 0 23 21 23 21 21 Applicant Flow Analysis Refuse position/Withdrew TOTAL QUALIFIED APPLICANTS TOTAL REJECTED APPLICANTS TOTAL PASSING EXAMINATION Earned Ratings 11-15 Earned Ratings 6-10 Earned Ratings 1-5 Reemployment list Not offered position TOTAL INTERVIEWED*** Other applicants Employment list Outside agency Offered position TOTAL APPLICANTS TOTAL ACCESSIONS Intra-agency Transfer list TOTAL TESTED Candidacy

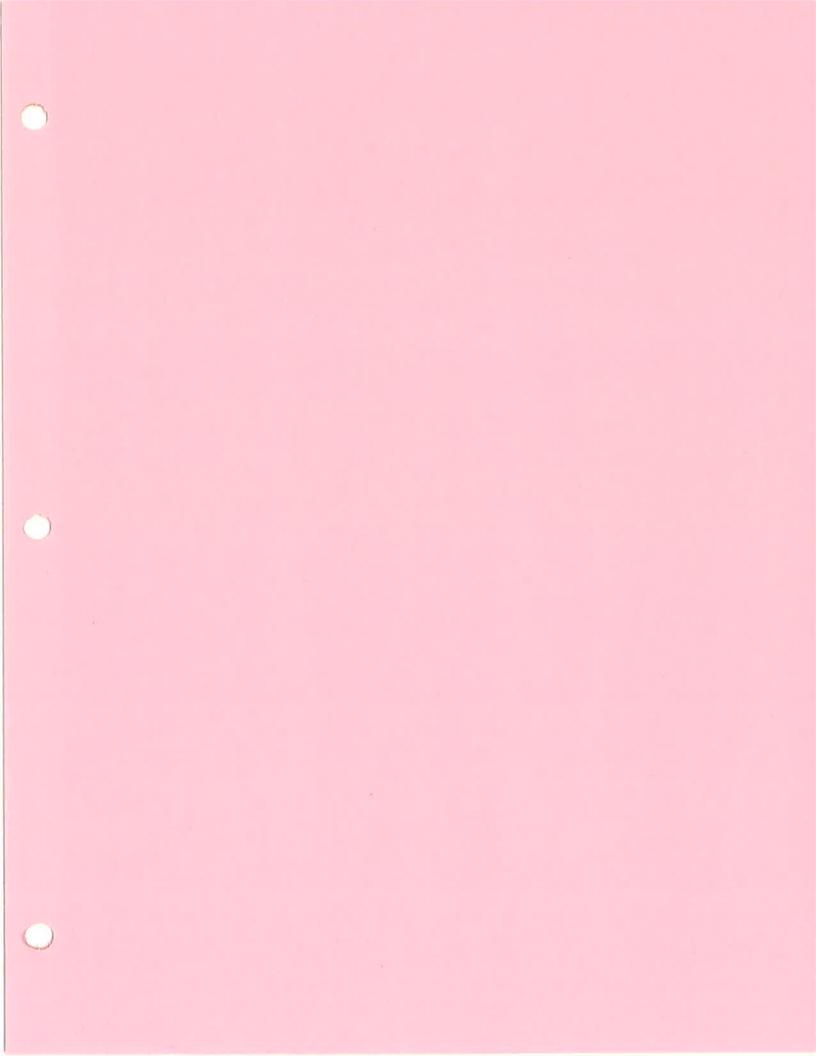
*** all applicants are interviewed per union contract

Date: April 30, 2021

Category: Titles:

VII. Maintenance and Service Protective Svcs Applicant Flow Analysis (promo)

Applicant Flow Analysis	Grand	Total Male	Total Female	White Male	White Female	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Intra-agency	2	1	1				1	1			
Outside agency	0	0	0								
Reemployment list	0	0	0								
Certified Employment list	0	0	0								
Transfer list	0	0	0								
Other applicants	8	8	0	1	0	3	0	4	0	0	0
TOTAL APPLICANTS	10	6	1	1	0	3	1	5	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	10	6	1	1	0	3	1	5	0	0	0
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0
Earned Ratings 1-5	0	0	0								
Earned Ratings 6-10	0	0	0								
Earned Ratings 11-15	0	0	0								
TOTAL INTERVIEWED	10	6	1	П	0	3	-	5	0	0	0
Not offered position	8	8	0	1	0	3	0	4	0	0	0
Offered position*	2	1	1	0	0	0		1	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	5	4	1	3	0	0	1	1	0	0	0
* promotion within the category	٨										



Category:

I. Executive

Titles:

All

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male		White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pi Male	AAIANHNF I Female
SERVICE RATINGS											
Excellent	17	7	10	6	9			1		1	
Good	4	2	2	1	1			1		1	
Satisfactory											
Poor											
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS										-	
Within Occupational Category											
Lower Occupational Category											
TRANSFERS											
Intra-Agency											
Outside Agency											
						L					

Category:

II. Faculty

Titles:

Ali

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	SILISAN SECTION	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pi Male	AAIANHNP I Female
SERVICE RATINGS											
Excellent											
Good		Faculty	are evaluat	ed in acco	rdance with	article 4 o	f the				
Satisfactory		AAUP o	ontract for p	promotion	and tenure.	They are	not				
Poor		given "s	ervice ratin	gs," nor a	re their eval	uations					
REPRIMANDS		quantifi	able as "exc	ellent" or	"good." Na	rrative					
SUSPENSIONS		evaluati	ions by dep	artments a	are made wh	nich cannot	: be				
DEMOTIONS		convert	ed to fit the	requirem	ents of this	form.		_		T	
Within Occupational Category								-			
Lower Occupational Category											
TRANSFERS											
Intra-Agency											
Outside Agency								-		-	-
										-	-
										-	
											_

Category: Titles: III. Professional Nonfaculty

All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAIANHNP I Female
SERVICE RATINGS											
Excellent	50	15	35	10	30	2	2	2		1	
Good	34	14	20	8	14	-5	4		- :	2 1	
Satisfactory	3	1	2	1	2						
Poor	0	0	0							-	
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS											
Within Occupational Category											
Lower Occupational Category											
TRANSFERS											-
Intra-Agency										-	-
Outside Agency											
		-				-					
		-		<u> </u>		-				-	
-		-		-		-					
	-									-	

Category:

IV. Secretarial/Clerical

Titles:

Ail

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAIANHNP I Female
SERVICE RATINGS											
Excellent	24	6	18	5	- 11	1	6	0			1
Good	33	5	28	4	17	1	8	0	3		
Satisfactory	0	0	0								
Poor	.0	0	0								
REPRIMANDS								<u> </u>		7	
SUSPENSIONS											
DEMOTIONS								1			-
Within Occupational Category											
Lower Occupational Category										-	-
TRANSFERS								1			
Intra-Agency					ļ	-					
Outside Agency		_						-		-	
		-		-						-	
	1					-		-		-	-
						-			-		
									-		

Category: Titles:

V. Technical / Paraprofessional All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pi Male	AAIANHNF I Female
SERVICE RATINGS											
Excellent	1	0	_1_					1			
Good	5	1	4	1	3					ļ	
Satisfactory	0	0	0							-	
Poor	0	0	0								
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS										-	
Within Occupational Category											
Lower Occupational Category											
TRANSFERS										-	
Intra-Agency											-
Outside Agency											-
					2			-			

Category:

VI. Skilled Crafts

Titles:

All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pl Male	AAIANHNP I Female
SERVICE RATINGS											
Excellent	14	14	0	11		2		1			
Good	8	8	0	7		1					
Satisfactory	0	0	0					-		ļ	
Poor	0	0	0								
REPRIMANDS						-		-		-	
SUSPENSIONS											
DEMOTIONS									-	-	
Within Occupational Category								-			
Lower Occupational Category										-	
TRANSFERS						_		4			-
Intra-Agency										-	-
Outside Agency						<u> </u>			-	-	
		-		-							
	-	-						-			
	+					-					
	-	-		-		-					

Category: Titles; VII. Maintenance

All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male		White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pl Male	AAIANHNF I Female
SERVICE RATINGS											
Excellent	24	15	9	7	1	5	3	3		3	
Good	32	22	10	8	2	12	4	2		1	
Satisfactory	6	4	2	2			2	2			
Poor	2	2	0			2					
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS											
Within Occupational Category											
Lower Occupational Category											
TRANSFERS											
Intra-Agency											
Outside Agency											
				+1							

Category:

VII. Protective Services

Titles:

Ali

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAIANHNF I Female
SERVICE RATINGS											
Excellent	6	4	2	2	2	1		1			
Good	10	9	1	3		2		4			
Satisfactory	0	0	0								
Poor											
REPRIMANDS											
SUSPENSIONS											
DEMOTIONS											
Within Occupational Category											
Lower Occupational Category											
TRANSFERS											
Intra-Agency											
Outside Agency											
		-				-		-			
		-				_		-			

10. Identification of Problem Areas Section 46a-68-87

SOUTHERN CONNECTICUT STATE UNIVERSITY AFFIRMATIVE ACTION PLAN SECTION 46a-68-87 IDENTIFICATION OF PROBLEM AREAS

(1) Employment Applications:

For all positions in the executive, faculty, and professional/non-faculty categories, candidates apply by sending a resume, cover letter, and letters of reference. This process enables prospective candidates to present extensive information about their candidacy to search committees, thereby enabling committees to review candidates with alternative experience or qualifications where possible.

The Department of Administrative Services has transformed its recruitment process by moving to a paperless Online Employment Center. https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=AF&R2=010101&R3=000

No problems have been identified with this aspect of the employment process.

(2) Job Qualifications

Recruitment for professional positions in the university is difficult because specific and targeted qualifications are required. The educational expectation for the executive and faculty levels is usually a doctorate or comparable degree. Careful reference and background checks are also conducted.

Faculty departments at Southern must hire people with doctorates or ABD's to meet University criteria for promotion, tenure and accreditation standards. Also, search committees for faculty positions usually seek candidates with college level teaching experience and a record of scholarship in a particular field. Setting high levels of educational and experiential qualifications may limit the number of minority and female candidates.

The Professional Non-Faculty category, positions consists mainly of administrative faculty members in ranks of Administrator I through Administrator VI. The job qualifications for each administrative faculty position are set out in a job description reviewed by the State University Organization of Administrative Faculty (SUOAF/AFSCME) union and management. All positions require a minimum of a Bachelor's degree, with many positions requiring a Master's degree and several years of relevant administrative experience. For some positions a Doctorate is preferred. Recruitment and hiring of females and minorities in this category has been successful at this University over the last several years.

Job qualifications and specifications are set by the State of Connecticut, Department of Administrative Services for classified clerical/secretarial positions. During this employment period, there were few classified hires. However, candidates from layoff

lists continue to have priority over other candidates for some classified positions due to union contracts and state personnel regulations.

Supervisors are usually not willing to downgrade positions because the jobs require a high level of skill. Usually the person is the only support staff person in the office or department. Also, the administrative assistant position must report to a director, dean or vice president.

The skilled craft-worker job qualifications are stringent but necessary. For example, in a small agency which may employ only one electrician, it is necessary that the person be a licensed electrician. Also, salary rates are not competitive in the local labor market; thus the applicant pools are small.

In the maintenance and protective service areas, job qualifications are not a problem. Recruitment and hiring for protective service positions is usually at the entry level. Applicants are hired as protective services trainee and eventually promoted to officer. This provides a greater opportunity for applicants of protected classes to apply.

No problems have been identified with this aspect of the employment process.

(3) Recruitment Practices:

Southern continues to expand its recruitment efforts: search committees extend searches when necessary and members engage in extensive personal recruitment. The University advertises in local, state and national publications. Minority recruitment sources and news sources are also used. However, the technical paraprofessional and skilled craft categories continue to be problem areas for recruitment because wages are low in these areas compared to the private sector.

No problems have been identified with this aspect of the employment process.

(4) Personnel Policies:

Southern's personnel policies do not impede or prevent the full participation of protected race and sex group members from employment. No problem area has been identified.

(5) Orientation:

New faculty members attend an orientation session at the start of the academic year sponsored by the Office of Faculty Development. Mentors assist new faculty in their first year adjustment to the University. The Human Resources Office provides a full-day Orientation Program for all new employees throughout the year.

No problems have been identified with this aspect of the employment process.

(6) Training:

Employees are encouraged to participate in training programs which will assist in professional growth. The University departments make available funds for employees to attend professional conferences and in-service training offered by the Department of

Administrative Services. In addition, the Office of Human Resources provides training on a variety of topics including supervisory training, worker-compensation, Ethics, and the Americans with Disability Act (ADA). Many employees are eligible for tuition reimbursement and tuition waivers through their collective bargaining agreements.

No problems have been identified with this aspect of the employment process.

(7) Counseling:

Career counseling is available in the Human Resources Office, the Office of Diversity and Equity Programs and the Career Services Office. For personal counseling the University has an effective Employee Assistance Program that employees are referred to take advantage of this type of counseling to assist with their concerns and private matters. Many employees take advantage of the Employee Assistance Program and supervisors can also refer employees when necessary.

No problems have been identified with this aspect of the employment process.

(8) Discrimination Complaint Process:

All employees have access to the University's Grievance Procedures either through their collective bargaining agreements or the Connecticut State Colleges and Universities (CSCU) Personnel Policies. All employees are covered by the University policies on Sexual Harassment and Nondiscrimination, the Affirmative Action Policy, and by the Policy on Persons with Disabilities. (See Complaint procedures in the Grievance Section.)

No problems have been identified with this aspect of the employment process.

(9) Evaluation:

Evaluations are covered by collective bargaining agreements. In addition, they are reviewed by the Associate Vice President of Human Resources or the Human Resources Administrators. Human Resources have worked with the managers and supervisors and provided technical assistance on completing evaluation forms during the reporting period.

No problems have been identified with this aspect of the employment process.

(10) Layoffs:

No layoffs occurred during this reported period.

(11) Termination:

Employee problems are usually worked out in the grievance process. Termination occurs only when the employees work performance warrants such a step, or through normal attrition.

No problems have been identified with this aspect of the employment process.

(b) Itemization List for Problem Areas:

Itemization of all non-quantifiable elements of the employment process identified as problems areas:

(1) Employment applications: This has not been identified as a problem area.

(2) Job qualifications:

- A. Substantial level of qualifications required for executive and faculty, technical paraprofessional, and skilled crafts positions.
- B. Ph.D. or equivalent required for executive and faculty.
- C. Skilled craft-workers' salaries are not competitive with the labor market. Positions are being phased through normal attrition and will eventually be contracted with outside vendors. Some positions in the Technical/Paraprofessional occupational category have problems with salaries not competitive to the private sector.

(3) Recruitment Practices:

- A. Recruitment methods are consistently changing and SCSU continues to expand recruitment resources. Recruiting in skilled craft and technical paraprofessional categories continues to be difficult because of low salary ranges.
- (4) Personnel Policies:
 - A. This has not been identified as a problem area.
- (5) Orientation:
 - A. This has not been identified as a problem area.
- (6) Training:
 - A. This has not been identified as a problem area.
- (7) Counseling:
 - A. Employees may experience personal or problems with co-workers. Human Resources serves as resource for labor related issues and the Employee Assistance Program is available to employees.
- (8) Discrimination Complaint Process:
 - A. This has not been identified as a problem area.
- (9) Evaluation: Continuing to improve this area. The response rate for managers completing these forms has improved tremendously due to the one on one training sessions facilitated by the Human Resources Office. This area will continue to be a focus of the Human Resources Office.
- (10) Layoffs:
 - A. This has not been identified as a problem area.
- (11) Termination:

- A. This has not been identified as a problem area.
- (c) Southern has examined all aspects of the employment process itemized in subsection (a) of this section and has not identified any employment policy or practice that impedes or prevents the full and fair participation of individuals with disabilities and older persons in the workforce.

11. Program Goals Section 46a-68-88

PROGRAM GOALS AND TIMETABLES

Sec. 46a-68-88

The University did not identify any employment policy or practice that adversely affects any protected group candidates, or practice having an adverse impact upon individuals with disabilities or older persons. The University will continue to look critically at its employment practices and if disparities occur, the University will initiate goals to remove such impacts and improve the processes.

In an effort to ensure (1) the promotion of equal opportunity and achieve a workplace free of discrimination; (2) opportunities for all qualified applicants including underutilized groups (3) the utilization of fair and nondiscriminatory recruitment and selection process; and (4) that career development opportunities are available to all interested and qualified employees including minorities and women, Program goals have been set. The University has elected to set program goals for employment practices that were not identified as having adverse impact pursuant to section 46a-68-87 of the Regulations of Connecticut State Agencies.

Goals for the Plan year are designed to encourage excellence in recruitment and retention and promotion of harassment free environment.

Complete the development of the online training module for search committees. The training will include how to create screening criteria including the development of qualification rubric based on the position's required and preferred qualifications; development of interview and reference questions; affirmative action and equal employment opportunity principles to ensure equal access; and how to provide detailed documentation on selected and rejected candidates. This programmatic goal has been extended due to the set back the University encountered dealing with the covid virus and the closure of the campus.

Completion Date: April 2022

Responsible Persons: Director of Diversity and Equity

2. ODE will establish a training focused specifically on implicit bias in the workplace and offer it as part of the Search training online. This training will also be offered to supervisors, administrators, and department chairs. This programmatic goal has been extended due to the set back the University encountered dealing with the covid virus and the closure of the campus.

Completion Date: April 2022

Responsible Persons: Director of Diversity and Equity

3. The Diversity, Equity and Inclusion Council will recommend initiatives and priorities with measurable outcomes, that will dismantle systemic racism and oppression on campus and help build an environment where equity, inclusion, and diversity become a part of our everyday life.

Completion Date: April 2022

Responsible Persons: Director of Diversity and Equity and the VP of Diversity,

Equity and Inclusion

12. Discrimination Complaint Process Section 46a-68-89

Southern Connecticut State University

Office of Diversity & Equity Programs Complaint Packet

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Introduction

Welcome to the Office of Diversity and Equity Programs. Enclosed please find the information needed to process a complaint alleging discrimination with the Office of Diversity and Equity Programs.

Please read your Rights and Responsibilities, the Discrimination and Sexual Harassment Prevention Policy and the Procedures for Discrimination and Harassment Complaints.

The complaint form is also enclosed. You may type your complaint on the form by accessing it from the website at http://www.southernct.edu/diversityequity/forms/ or submit it in writing to the Office of Diversity and Equity Programs with any supporting documentation.

Once your complaint has been received, a copy of the complaint will be forward to the respondent in accordance with collective bargaining agreements.

DISCRIMINATION AND SEXUAL HARRASSMENT COMPLAINT INVESTIGATIONS RIGHTS AND RESPONSIBILITIES

It is the goal of the University and the Office of Diversity & Equity Programs to: Ensure that the rights of the complainant are protected. Ensure that the University takes steps to eliminate the discriminating practice, if a complaint is found to be legitimate. Ensure that the complainant is offered the opportunity to carry the complaint to the extent allowed by law in order to effectuate a resolution.

Complaint Procedure: The complaint procedure is outlined in the following pages and is available to any employee, student, or aggrieved person who feels that he or she has been discriminated against on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, gender identity or expression, sexual orientation or disability including, but not limited to blindness, learning disability, physical disability, mental disorder, intellectual disability, genetic background, or criminal record. Complainant(s) are encouraged to file as soon as possible following but not later than sixty (60) days of the alleged discriminatory act. The internal complaint must be resolved within ninety (90) calendar days of the incident.

Confidentiality: All complaint investigations and pertinent written materials will be kept confidential and no complainant will be retaliated against for exercising his or her options under this section. Filing time-frames are not to exceed ninety days from the date of the incident or the date of resolution. Training in counseling and in complaint investigations will be provided by the Director of Diversity and Equity Programs. Additionally, confidential counseling will be available to any employee, student or aggrieved person who grieves discrimination.

All records and complaints relative to discrimination will be confidentially maintained by the Director of Diversity and Equity Programs and reviewed periodically to check for patterns or frequency of prohibited employment practices that bar full and fair participation of protected race group members. Disclosure of such records will be only as required by law.

Retaliation: Ensure the complainant that no retaliation will be inflicted upon him or her because he or she has opposed any unlawful employment practices or has made charges, testified, or participated in any actions under Title VII, IX or other State or Federal laws or regulations. To retaliate in any way is considered a separate violation of the law.

External Complaint Sources: Advise of legal options to file complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO), the United States Equal Employment Opportunity Commission (EEOC), The United States Department of Labor/Wages and Hour Division, any other agencies/state, federal, or local/that enforce

laws concerning discrimination in employment. Time-line for filing with CHRO is 300 days, and for filing with the United States Equal Opportunity Commission (EEOC) is 300 days, contingent upon the individual's having filed with CHRO within its 300 filing period. Students may file with the Office of Civil Rights (OCR), U.S. Department of Education (DOE), 8th floor, 5 Post Office Square, Boston MA 02109-3921, Phone: (617) 289-0111, Fax: (617) 289-0510, E-mail:OCR.boston@ed.gov.

I have read the above information regarding my rights and understand that it is my responsibility to cooperate fully during the investigation, to maintain confidentiality, and to file a separate complaint if I believe that I have been discriminated against or retaliated against because of my participation in or cooperation with this investigation.

Complainant's/Respondent's Signature	Date
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POLICY AND PROCEDURES GOVERNING SEXUAL HARASSMENT

SECTION 1. PURPOSE

Southern Connecticut State University reaffirms and emphasizes its commitment to maintain a workplace and educational environment free from sexual harassment. Sexual harassment is reprehensible and subverts the mission of the university and will not be tolerated at Southern Connecticut State University. It threatens the careers of faculty and staff, and the educational experience of our students. The purpose of this policy is to prevent sexual harassment and to offer students and employees who believe they have been sexually harassed a means to redress any such claim with the goal of ending the harassment and providing an environment conducive to learning and working. Retaliation against an individual who complains about sexual harassment or who cooperates with an investigation of a complaint is unlawful and, if found to have occurred, will not be tolerated by the University.

SECTION 2. STATUTORY AUTHORITY

Sexual harassment is prohibited by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 46a-60 of the General Statutes of Connecticut and University policy. It is the intention of the University to take whatever appropriate action may be needed to prevent, correct, and if necessary, discipline behavior that violates this policy.

SECTION 3. POLICY STATEMENT

All members of the University community shall conduct themselves in an appropriate manner with concern, dignity and respect for others. The University community includes students, employees, and non-employees when they conduct business on University property.

Sexual harassment may occur between employee and employee, employee and student, or student and student. Complaints of sexual harassment within the University will be taken seriously and investigated. Any member of the University community who violates this policy is subject to the full range of disciplinary action. Sexual harassment in some instances need not be intentional to violate this policy.

In the event of a charge of sexual harassment, a defense based upon consent when the facts establish an employee/student or supervisor/employee relationship existed will be given little weight. Since any significant power differential between members of the University community makes voluntary consent questionable, members of the faculty

and staff are expected to be aware of their professional responsibilities and avoid apparent or actual conflict of interest.

An individual with a complaint concerning sexual harassment has a right to be heard. By means of these procedures, the university provides an opportunity for an individual (Complainant), without fear of retaliation, to express a complaint and to seek a prompt and equitable resolution while protecting the rights of the person against whom the complaint has been filed (Respondent). These procedures shall be available to any person who, at the time of the act complained of, was an employee, student, or applicant for employment or admission to the University.

SECTION 4. DEFINITION OF SEXUAL HARASSMENT

"Any unwelcomed sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or affect of substantially interfering with an individual's work or academic performance or creating an intimidating hostile or offensive working environment." In an academic setting sexual harassment would also include any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when submission to or rejection of such conduct by an individual might affect academic or personnel decisions that are subject to the influence of the person making the proposal.

The law currently recognizes two forms of sexual harassment:

Quid Pro Quo

Unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic work or employment; or Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting such individuals; and

Hostile Environment

Such contact affects or interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive academic or working environment. Hostile

forward with complaints regarding sexual harassment and to seek assistance from University officials. The University cannot insure confidentiality upon receipt of a complaint of sexual harassment; however, dissemination of information relating to the case should be limited, in order that the privacy of all individuals involved is safeguarded as fully as possible to the extent permitted by law. The University will enforce compliance with the non-retaliation provision of this policy. The University may proceed to investigate a complaint without the consent of the individual who originally filed the complaint.

The University Counseling Service and the Women's Center are available to provide assistance and guidance to individuals who have complaints about sexual harassment. An individual who comes to a member of the staff or counselor with a concern regarding alleged sexual harassment will be encouraged to file a sexual harassment complaint. However, the counselor will to the extent permitted by law, upon the individual's request, maintain the confidentiality of the information provided to the counselor.

SECTION 7. COMPLAINT PROCEDURES

A complaint alleging a violation of this policy should be directed to one of the following University officials: Director of Diversity & Equity Programs, Appropriate Dean, Supervisor, or Vice-President.

INFORMAL PROCESS

Complaints should be lodged as soon as possible after the alleged incident.

The University official who receives the complaint will advise the Complainant of the formal and informal resolution alternatives. With the Complainant's consent, the University official to whom the complaint was brought will assist in the resolution of the problem with the involved parties or direct them to the appropriate party who can aid in resolving the dispute. The complaint will be considered "open for informal resolution". Matters referred for informal resolution must be closed or referred to the Director of Diversity & Equity Programs for resolution within thirty (30) days of the lodging of the initial complaint.

The University official to whom the complaint is brought must either contact or refer the Complainant to the Office of Diversity and Equity Programs:

Provide the Complainant with a copy of the Sexual Harassment Policy. Advise the Complainant as to the options available under this policy, including, but not limited to, the 180 day time limit for filing a CHRO complaint. Notify the Director of Diversity and Equity Programs, in writing, of the complaint within 48 hours with a statement of how the matter will be handled; and Notify the Respondent within 15 days of the lodging of the initial complaint.

FORMAL PROCESS

If the informal process is unsuccessful or if the Complainant employee wishes to bypass the informal process, he/she may file a formal complaint with the Director of Diversity and Equity Programs within 180 calendar days of the alleged harassment giving rise to the complaint. If a University official becomes aware of a claim of harassment and believes that the claim has merit and requires further investigation, the University official can file a formal complaint. Although the University will attempt to keep the Complainant's name confidential, the Complainant cannot be given an absolute promise of confidentiality. This does not mitigate the University's belief that all participants should maintain confidentiality. The Complainant will be informed that the University official intends to file a formal complaint and will explain to the Complainant what the University will do to prevent, and if necessary, to address acts of retaliation. The Complainant and the Respondent shall have the right to representation, and shall be afforded due process. Anyone wishing to file a formal complaint will be asked to put the complaint in writing; alternatively, the University official who received the informal complaint may opt to reduce the complaint to writing in order to proceed with the investigation. A written complaint shall include the name of the Complainant, the name of the Respondent, the date(s) of the alleged harassment, the location of the alleged harassment, a description of the incident(s), including any statements made by those present at the incident and a list of all known witnesses. The Complainant should also indicate whether any specific remedy is being sought. The Director of Diversity and Equity Programs will notify in writing the Respondent that a complaint has been filed and provide him/her a copy of the complaint, a copy of the Sexual Harassment Policy and all accompanying material within seven (7) calendar days of the filing. Within fifteen (15) calendar days of the filing of the formal charge, the Director of Diversity and Equity Programs will afford all parties the opportunity to participate in mediation. The University will designate a mediator who has been trained to mediate such disputes. If the Complainant or the Respondent decides not to participate in mediation or if the mediation is not successful, the Director of Diversity and Equity Programs will further

investigate the charges. The purpose of the investigation is to gather information and verify the facts in the dispute. The Director of Diversity and Equity Programs has the authority to interview witnesses and to review personnel files. Investigations will be conducted in a fair and impartial manner. The Complainant and the Respondent will be given the full opportunity to present his/her position. The findings in the investigation will be made available to all parties and submitted to the President within forty-five (45) calendar days of the filing of the formal complaint.

The findings in the investigation can include the following:

No violation of the policy has occurred based upon the information available and no further action is warranted; The parties have reached a mutually acceptable resolution that complies with the Sexual Harassment Policy and any applicable collective bargaining agreements; or There is a reason to believe that the Respondent has engaged in conduct violating this policy, a mutually acceptable resolution cannot be reached and further action by the University is warranted.

APPEAL OF FINDING

Upon a finding by the Director of Diversity and Equity Programs that the University policy has been violated, the Respondent shall have ten (10) days to appeal said finding to the Sexual Harassment Appeals Panel. This Panel, appointed by the President, will have been trained in the area of Sexual Harassment law and administrative process. It will be comprised of five (5) members representing the following University constituencies:

Instructional Faculty (AAUP) Administrative Faculty/Staff (SUOAF-AFSCME)Clerical/Maintenance (AFSCME)Students (Student Government Association)At-large (Presidential Discretion).

The Panel shall hear the appeal within thirty (30) days of its filing. The Panel's charge will be to ascertain the validity of the Director of Diversity and Equity Programs finding, then either uphold said finding, modify it, or overturn it. In any event, the decision should be rendered within thirty (30) days of said hearing and presented to the President.

The conduct of said hearing shall follow standard administrative law procedure and though formal in process, shall not strictly adhere to traditional rules of evidence or civil procedure. However, both Complainant and Respondent will be permitted to be

represented by counsel, or an advocate. The Panel will ensure that both Complainant and Respondent have access to all relevant documents to the extent permitted by law. Access shall include but not be limited to all documents presented to or considered by the panel.

Should the panel uphold the finding of the Director of Diversity and Equity Programs that the Sexual Harassment Policy has been violated, the Respondent can then appeal only to the President.

Should the panel overturn said finding of the Director of Diversity and Equity Programs, the case is disposed of as far as the University is concerned. However, once overturned the Complainant can then at his/her option file his/her complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO), the Equal Employment Opportunity Commission (EEOC), the Office of Civil Rights (OCR) or exercise whatever legal options he/she chooses.

SANCTIONS

In the event of finding that a violation of the policy has occurred, and a mutually agreeable resolution has not been reached to the satisfaction of the parties and the University, appropriate corrective actions for staff and faculty will be governed by the disciplinary articles of the appropriate collective bargaining agreement, the personnel policies if there is no collective bargaining agreement in effect, or for the students the disciplinary articles under the Student Code of Conduct.

SECTION 8. RETALIATION

Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community because he/she reported sexual harassment, assisted in the investigation of a sexual harassment complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of sexual harassment within the University. Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment.

SECTION 9. ALTERNATIVE LEGAL REMEDIES

Nothing contained in the Policy is intended to deny any member of the University community the right to pursue other avenues of recourse in the event he/she believes that he/she has experienced sexual harassment. Such recourse may include filing

charges with a state or federal enforcement agency, or initiating civil or criminal action under state and federal law.

SECTION 10. DISSEMINATION OF POLICY

This Policy shall be conspicuously posted throughout each school building in areas accessible to students, faculty and staff members. This policy shall appear in the student handbook and faculty handbook and shall be reviewed periodically for compliance with state and federal law.

FOR FURTHER INFORMATION ABOUT THIS POLICY OR FOR HELP WITH A SEXUAL HARASSMENT PROBLEM, CONSULT – The Director of Diversity and Equity Programs, Paula Rice, Buley Library 208, (203) 392-5568. For more general information, you may contact the Connecticut Commission on Human Rights and Opportunities(CHRO), 450 Columbus Boulevard, Suite 2 Hartford, CT 06103; (860) 541-3400, the Equal Employment Opportunity Commission (EEOC), One Congress Street, 10th Floor, Suite 1001, Boston, Massachusetts, 02114; (800) 669-4000, (617) 565-3200 or the Department of Education (DOE), Boston Office, Office of Civil Rights (OCR), Room 222, J W McCormack Building, Post Office and Court House, Boston, MA 02109; (617) 223-9662. The policy will include an appendix with names and addresses of university officials, student counseling, Women's Center, etc. that can be changed as needed.

PROCEDURES FOR DISCRIMINATION AND HARASSMENT COMPLAINTS

The following procedures are designed to provide an internal process for the handling of complaints involving claims of discrimination or harassment. Such claims may arise from violation of federal or state statutes or University policy or regulations. In addition, a complaint may be filed with state and federal civil rights enforcement agencies, generally within 180 calendar days of the date of the alleged discriminatory event.

Any complainant who believes that he or she is a victim of discrimination or harassment in violation of University policies is encouraged to promptly notify the alleged perpetrator (the "respondent") verbally or in writing that his or her conduct is unwelcome. Such an action may cause the offending conduct to cease as well as help to maintain a discrimination and/or harassment free environment. Regardless of having given this notice, the complainant may initiate a complaint under the policies by bringing the matter to the attention of any one of the following: Director of Diversity and Equity Programs, appropriate Dean, appropriate Vice President or Associate Vice President, or supervisor.

Complainant(s) are encouraged to file as soon as possible following the alleged discriminatory act. The internal complaint will be resolved within ninety (90) calendar days of the incident.

The Complainant should understand, however, that the state civil rights agency, CHRO, also has a 180 day time limit for filing a claim of discrimination and that filing a complaint under this SCSU policy does not affect that timeline.

Individuals filing complaints internally will be 1) informed of and provided a copy of University policies on non-discrimination and/or sexual harassment 2) asked if they wish to pursue the complaint on an informal or formal basis, and 3) advised that they have the right not to be retaliated against for bringing the complaint and that the University will not tolerate retaliation. Individuals will be further advised that they have the legal right to file a complaint with the Connecticut Commission on Human Rights and Opportunities, the United States Equal Employment Opportunity Commission, the U. S. Department of Labor, Wage and Hour division, and any other agencies, state, federal, or local, that enforce laws concerning discrimination in employment. When appropriate, the ODE may also recommend confidential counseling or other support services that provide victim assistance.

If the complaint is initially received by another university official, it shall be promptly forwarded to the Director of Diversity and Equity Programs. If the complaint is verbal, the person receiving the complaint shall make a written summary and request that the complainant sign it. Any supervisor who has witnessed or becomes aware of the alleged occurrence of discrimination or harassment, or who receives a complaint of discrimination or harassment, involving a person within their purview is required to report the matter to the Director of Diversity and Equity Programs and to take prompt corrective action as appropriate. Failure of the supervisor to report the incident or take appropriate corrective action shall be a violation of this policy and shall constitute misconduct subject to disciplinary action.

The Director will review the complaint and, at this stage or at a later stage after further investigation, determine whether the acts complained of, as stated by the complainant, constitute a violation of the Discrimination and Sexual Harassment Prevention Policy ("Policy"), and if not the complainant will be so informed. The Director may still recommend that informal resolution be pursued, particularly in the situation where the Director determines that the complaint involves unprofessional or other objectionable behavior, but not discrimination or harassment on the basis of a protected class category as defined in the Policy. If the Director determines the alleged acts may constitute a violation of the policy, investigation will proceed as set forth in the Formal Process below, unless the matter is satisfactorily resolved through the Informal Process.

Informal Process

In some circumstances informal resolution of a complaint agreeable to both parties may be more satisfactory than proceeding directly to a formal complaint. Under this policy, there are essentially two types of informal resolution: (1) with complainant's agreement, an informal resolution by the appropriate Dean, Associate Vice President or Vice President, and/or (2) mediation between the parties arranged by the Office of Diversity and Equity Programs.

In the informal process of resolution with the department head or supervisor, appropriate Vice President or Dean or other designated university official, he/she takes some action to eliminate the causative factors precipitating the original complaint, stop the offending behavior, and resolve the complaint in a manner that is equitable and timely to all parties. In this case, however, the university official taking this action is required to promptly inform the Office of Diversity and Equity Programs of the allegations as well as how he/she proposes to eliminate or resolve the situation resulting in the complaint.

In appropriate cases, the complainant and respondent may agree to pursue mediation and the Office of Diversity and Equity Programs will arrange for a mediator who is mutually acceptable to both parties. The mediator will consult with and advise both the complainant and the respondent about the mediation process. If the mediation results in a mutually acceptable agreement, copies of the agreement will be forwarded to the Director of Diversity and Equity Programs for review and monitoring. If the mediation does not result in an agreement, the case will be returned to the Office of Diversity and Equity Programs to proceed through the formal process.

Complainant(s) are encouraged to file as soon as possible following the alleged discriminatory act. The internal complaint will be resolved within ninety (90) calendar days of the incident.

Formal Process

If the informal process is unsuccessful or if the Complainant wishes to proceed directly to the formal process, the complainant must file a written complaint within 180 days following the act or omission giving rise to the complaint or the date on which the

complainant knew or should have known of such act or omission. The written complaint should follow the format in Appendix A.

The Office of Diversity and Equity Programs will notify the respondent in writing that a complaint has been filed and provide him/her with a copy of the complaint with any attachments, the discrimination and or sexual harassment policy. Respondents shall be informed of the allegations and be given an opportunity to respond orally or in writing.

Within fifteen (15) calendar days of filing of the formal complaint, the Director of Diversity and Equity Programs may afford the parties an opportunity to mediate a resolution to the complaint. The university will designate an individual who has been trained to mediate such complaints.

If the complainant or the respondent decides not to participate in mediation or if the mediation is not successful, the Director will further investigate the complaint. The investigation may include, but not be limited to, interviewing witnesses deemed appropriate and obtaining written statements, propounding written questions, reviewing any documents or files deemed relevant, and interviewing the parties to the complaint.

The Office of Diversity and Equity Programs shall issue a written report of findings, including recommended action(s), to the President within ninety (90) days of receipt of the formal complaint. The complainant and respondent shall be notified in writing of the findings by the Office of Diversity and Equity Programs.

If the Office of Diversity and Equity Programs finds a reasonable cause to believe that a violation of this policy has occurred, the complaint will be referred to the appropriate member of management for a decision on what, if any, further action is warranted, including whether to pursue formal disciplinary action up to and including termination. The process for disciplinary action will be governed by the applicable sections of the collective bargaining agreement, the personnel policies if no collective bargaining agreement is in effect, or for students, the disciplinary articles of the Student Code of Conduct.

This procedure for formal investigation of complaints regarding violations of the policies governing discrimination and harassment shall be conducted in accordance with applicable collective bargaining agreements of the University.

Procedure for Review of Findings (applicable to AAUP members only)

Within ten (10) calendar days of receiving the notice of the findings from the Director of the Office of Diversity and Equity Programs , a faculty member who brought the complaint may request a review, by the Discrimination and Harassment Complaint Review Committee, of an ODE finding that the discrimination or sexual harassment policy has not been violated. If the Office of Diversity and Equity finds that the policy has been violated, and the respondent is also an AAUP member, that faculty member may also request review by the Committee. The request for review must be submitted in writing to the Director of the Office of Diversity and Equity Programs and include a statement describing in detail the grounds for the review request. The grounds for

review will be limited to a) violations of complaint procedures; and b) additional evidence, which was not available during the investigation. The findings of the Office of Diversity and Equity Programs will be binding on all parties unless the complainant or the respondent files a request for review within ten (10) calendar days of receipt of the findings.

Upon receiving the written request, the Director of Diversity and Equity Programs shall forward copies of the request to the Associate Vice President for Human Resources and Labor Relations or designee, and the SCSU-AAUP President or designee. If a request for review is filed, the complainant and respondent shall have access to all relevant documents to the extent permitted by law. Access shall include, but not be limited to, all documents presented to or considered by the Committee.

Within thirty (30) days of filing the request for review, the Panel shall be convened for the purpose of reviewing the findings and recommendations of the Office of Diversity and Equity Programs. The Committee shall consist of three members selected from a volunteer panel of reviewers who will serve two-year terms. The panel will include SCSU full-time faculty members, members of the administration, and individuals from other campus constituencies. When a Committee must be convened, one faculty member, one member of administration, and one member from one of the other campus constituencies will be selected. Every effort will be made to rotate the selection of Committee members. The panel of reviewers will be given an orientation on the nature of the review process, and prohibited forms of discrimination, including harassment.

The Committee's responsibility will be to review the complaint and the ODE findings and recommendations and submit a report to the President. The proceedings of the review panel are informal. The Committee should not consider cumulative, repetitious, or irrelevant evidence. In discharging their duties, the Committee may interview the principals in the specific complaints, review complaint records, and have access to additional relevant records, which may not already be included with the Office of Diversity and Equity Programs file.

Within thirty (30) days of convening, the Committee shall forward their findings and recommendations to the President in writing.

Upon receipt of the Committee's report, the President will make the final decision as to the disposition of the complaint. The President will give written notice of his or her decision to the Complainant, the Respondent, the Committee, and the ODE within thirty (30) calendar days of the receipt of the Committee's report. If the President's decision upholds a recommendation that action(s) are required to remedy a violation, the President will refer the matter to the appropriate university administrator who will decide what further action is warranted, including any disciplinary action.

Filing a False Complaint

Any member of the University community who knowingly files a false complaint of discrimination or harassment, or who knowingly provides false information to or

intentionally misleads any University official who is investigating a complaint, is subject to disciplinary action.

DISCRIMINATION COMPLAINT FORM

COMPLAINANT'S NAME:
CAMPUS ADDRESS:
TELEPHONE NUMBER WHERE COMPLAINANT CAN BE REACHED:
BASIS OF DISCRIMINATION: (e.g. race, color, sex, etc.)
RESPONDENT (S):
STATEMENT OF COMPLAINT:
· ·
8
SIGNATURE OF COMPLAINT:
DATE:
(ATTACH SUPPORTING DOCUMENTATION)
Annandiy A

SOUTHERN CONNECTICUT STATE UNIVERSITY OFFICE OF DIVERSITY & EQUITY PROGRAMS DECISION

Notice to complainant and respondent to include:	25
In the matter of:	
Date of decision:	
Basis of the complaint:	
Findings of fact:	
Decision:	
Recommendation (if applicable):	
Contact information of the investigator:	
Freedom of Information contact:	
Signature of the Director of Diversity & Equity Programs:	
Date of notification:	
Appendix B	

SOUTHERN CONNECTICUT STATE UNIVERSITY APPEAL FORM

OFFICE OF DIVERSITY & EQUITY PROGRAMS INVESTIGATOR'S DECISION

Name of person filing appeal:		
Home address:		
Campus Address:		
Telephone number where complaint can be reached:		
Procedures violated during processing of complaint and/or errors	claimed to	have been
•		
made in Diversity & Equity Programs Investigator's decision:		
made in Diversity & Equity Programs Investigator's decision:		
made in Diversity & Equity Programs Investigator's decision:		
made in Diversity & Equity Programs Investigator's decision:		
made in Diversity & Equity Programs Investigator's decision:		

APPENDIX D

NAMES AND ADDRESSES OF UNIVERSITY OFFICIALS

Office of Diversity & Equity Programs
Paula Rice
Interim Director of Diversity & Equity Programs
(203) 392-5899
ricep1@southernct.edu

Office of the Dean of Student Affairs Dr. Jules Tetreault

Assistant VP and Dean of Student Affairs Interim Title IX Coordinator Engleman Hall A106

tetreaultj4@southernct.edu

Human Resources

Diane Mazza
Director
Wintergreen Building
(203) 392-5405 voice
mazzad3@southernct.edu

University Student Counseling Services

(203) 392-25475 voice (203) 392-25478 fax Engleman Hall B 219

University Women's Center

Cathy Christy 203-392-6946 voice 203 392-5867 fax Christyc1@southernct.edu

University Campus Police

Chief Joseph Dooley
10 Wintergreen Avenue, Granoff Hall
(203) 392-5375
Dooleyi1@southernct.edu

Athletics

James Moran
Director of Athletics
(203) 392-2605
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moranj1@southernct.edu

Rev. 1/15

NOTIFICATION OF COMPLAINT INVESTIGATION

The Office of Diversity and Equity Programs received a complaint alleging discrimination/harassment. You are named as a respondent to this complaint. This office is responsible for conducting an investigation of any complaints alleging discrimination to determine whether there has been a violation of the University's policy.

In accordance with Public Act 03-151 codified in the CGS 46a-68(b) sections (4) (A-C):

- (4) Each person designated by a state agency, department, board or commission as an affirmative action officer shall
- (A) be responsible for mitigating any discriminatory conduct within the agency, department, board or commission,
- (B) investigate all complaints of discrimination made against the state agency, department, board or commission,
- (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of the state agency, department, board or commission for proper action.

If you are a member of a bargaining unit, you have the right to have a union representative present during this interview. A copy of the complaint is attached and your Rights and Responsibilities are attached. The university's anti-discrimination policy and complaint procedures are available at: http://www.southernct.edu/diversityequity/policyonnon-discriminationandsexualharassmentprevention/

http://www.southernct.edu/diversityequity/sexualharassmentpreventionpolicy/

If there are questions or concerns, you may reach me at (203) 392-5568 ricep1@southernct.edu. Thank you for your cooperation in this matter.

Paul Rice

Director of Diversity & Equity Programs & Title IX Coordinator

Office of Diversity and Equity Programs

DISCRIMINATION COMPLAINT LOG SOUTHERN CONNECTICUT STATE UNIVERSITY INTERNAL MATTERS PENDING BETWEEN MAY 1, 2020 TO APRIL 30, 2021

DATE	03/03/21	03/03/20
LENGTH OF TIME TO RESOLVE	110	06
RESOLUTION	Forwarded to Human Resources for action	
FINDING	Policy violated	No Violation Found
BASIS CLAIMED	Sexual harassment	Sexual harassment
RESPONDENT	Staff	Staff
TYPE	Student vs Staff	Student vs Staff
DATE FILED*	11/13/20	06/05/20
COMPLAINANT RACE/SEX	White/Female	White/Female

*Discrimination Procedures refelct CHRO reccomendation that Complainant be notified that they can file a complaint with CHRO or EEOC.

13. Goals Analysis Section 46a-68-90

GOALS ANALYSIS

Hiring Goal Achievement

For all executive level positions, advertisements were placed in the *Chronicle of Higher Education*, *Diverse Issues in Higher Education* and *Hispanic Outlook in Higher Education*. Ads were also placed in relevant professional websites, list servs and journals. Position announcements were placed on the Southern Connecticut State University's and the Connecticut State Colleges and Universities (CSCU) websites and sent to female and diverse minority recruitment lists.

Category 1 Executive, Management

Hiring Goals: 1HM, 1HF

Hires: 2 HF

1. <u>Vice President for Diversity, Equity & Inclusion</u>

A goal was met with the hire of one (1) Hispanic female as the Vice President for Diversity, Equity & Inclusion

Qualifications: A terminal degree in an appropriate academic discipline; a record of successful and progressively more responsible leadership and administrative experience in higher education in diversity-related work; demonstrated ability to use and provide feedback, to include multiple viewpoints in decision-making and to be able to be decisive and diplomatic leader who manages ambiguity and uncertainty; demonstrated deep awareness of structural inequity and a track record of initiating and managing institutional change to address it; an understanding of the research, current literature, and best practices relevant to diversity, equity, inclusion and social justice; A commitment to shared governance and experience working in a collective bargaining environment.

This position will report directly to the President and will serve as a member of the President's cabinet. The VP will supervise the Office of Institutional Equity, which consists of a Director/Title IX Coordinator, a Diversity and Equity Associate and an Administrative Assistant. The ideal candidate will be a nationally recognized diversity practitioner steeped in the research and literature of social justice, diversity, equity and inclusion and with proven success in curriculum development, faculty development, communication and external relations. The ideal candidate will be an able and well-informed leader who is prepared to work effectively with the President and serve as a senior leader of the University, who understands the importance of campus culture and climate and the distinctive interests of multiple constituencies; a resilient mission-oriented leader; a strong social justice advocate; an astute financial manager; a community-builder; an exceptional communicator and leader.

Applicants: 34

Three (3) White males, three (3) White females, thirteen (13) Black males, ten (10) Black females, one (1) Hispanic male, two (2) Hispanic females, one (1) AAIANHNPI male and one (1) Unknown male

Applicants Rejected: 24

Three (3) White males, three (3) White females, nine (9) Black males, seven (7) Black females, one (1) Hispanic female and one (1) Unknown male

Interviewed: 10

Four (4) Black males, three (3) Black females, one (1) Hispanic male, one (1) Hispanic female, and one (1) AAIANHNPI male

The selected Hispanic female goal candidate met the required qualifications. She had experience working at several large and medium sized institutions. She had knowledge of both academic and student affairs. She had experience working with senior officers on campus-wide strategic plans focused on increasing and retaining the number of underrepresented students, faculty and staff through programming, mentorship, and the development of institutional policies. She worked with senior leadership teams in her present position to promote greater access and inclusion through systemic and structural change, ensuring that all students, faculty, and staff reach their fullest potential. She held positions with two decades of experience in administrative leadership in social justice and had a background of teaching and research experience in ethnic studies.

The unmet hiring goal in the Executive Management searches is for 1 Hispanic Male.

2. Associate Vice President for Academic Affairs

One (1) Hispanic female as the Associate Vice President for Academic Affairs

Qualifications: Experience as a faculty member at the rank of Associate Professor or above; Three (3) years of academic leadership/administrative experience; A thorough understanding of curriculum and program development, review, assessment, and accreditation and excellent organizational and analytical skills and a facility for detailed work; Supervision experience; A demonstrated commitment to equity, diversity and inclusion; the ability to build relationships and work effectively with a broad range of faculty and staff; A commitment to shared governance and experience working in a collective-bargaining environment; A strong work ethic and the highest integrity.

This position will assist the Provost with matters of curriculum. This includes coordinating the program/course approval process between academic departments, colleges and schools, campus curricular bodies, and the Board of Regents. Supervises the directors of related academic programs; provides administrative oversight of academic program review; oversee internal, contractually allocated grants and faculty travel allocation and review processes; and to serve as needed as the Provost's designee for external events and, meetings.

Applicants: 46

Twenty (20) White males, sixteen (16) White females, two (2) Black males, one (1) Hispanic male, one (1) Hispanic female, five (5) AAIANHNPI males and one (1) AAIANHNPI female

Applicants Rejected: 42

Twenty (20) White males, fourteen (14) White females, two (2) Black males, one (1) Hispanic male, and five (5) AAIANHNPI males

Explanation for Goal Applicants rejected:

Goal established for Hispanic female was met in the previous search.

One (1) Hispanic male did not have the required three (3) years of academic leadership/administrative experience; a thorough understanding of curriculum and program development, review, assessment, and accreditation; organizational, analytical skills and or supervision experience.

Interviewed: 4

Two (2) White females, one (1) Hispanic female and one (1) AAIANHNPI female

The goal for Hispanic female was previously achieved.

The selected Hispanic female candidate met the required qualifications. She had worked as an Assistant Dean of the School of Liberal Arts and Sciences and as a Director of Academic Programs at Purchase College, State University of New York. She was a founder of the Communication Program at California State University, Channel Island, where she also worked as a co-director of the Center for Community Engagement. At Baruch College, CUNY, she was a Deputy Director of the Graduate Studies Program in Corporate Communication. She had also served six years as a Director of Campus Solutions at Taskstream, where she provided consultations in online and onsite software programs where she worked closely with many accreditation agencies. She provided information on all these projects and initiatives that she participated in or coordinated and achievements that she has made related to academic affairs. She had supervised professional, faculty and administrative staff.

Category 2- Faculty

For all faculty positions, advertisements were placed in the *Chronicle of Higher Education*, *Diverse Issues in Higher Education* and *Hispanic Outlook in Higher Education*, *Higher ED jobs*. Ads were also placed in relevant professional websites, list servs and journals. Position announcements were placed on the Southern Connecticut State University's and the Board of Regents for Higher Education's websites and sent to female and diverse minority recruitment lists.

Professor

Hiring goals: 1BF, 1HM, 2HF

Hires: None

Associate Professor

Hiring goals: 2WF, 2 AAIANHNPI M

Hires: 3WM, 4WF, 1BF, 1 AAIANHNPI M

1. Associate Professor Management

Specialization(s): Business Information Systems

A goal was met with the hire of one (1) White female as an Associate Professor in Management

Required Qualifications: A research doctorate in management or related field is required, preferably from an AACSB accredited institution. ABD applicants will be considered. Earned doctorate must be completed within two years of appointment. Alternatively, applicants with an appropriate terminal degree and substantial, recent senior-level practitioner experience will be considered. Candidates must establish their ability to be qualified under our AACSB standards. All candidates must be able to teach effectively at the university level to a diverse group of undergraduate and/or MBA students. Candidates must demonstrate an ability to engage in meaningful scholarship. Candidates must have excellent oral and written communication skills.

Preferred Qualifications: Preference will be given to candidates with: Experience teaching classes in hybrid and online formats, evidence of creative teaching innovation, an ability to publish high-impact research, an active research agenda, industry or consulting experience, a research agenda and teaching experience that complements departmental needs.

Applicants: 21

Five (5) White males, one (1) White female, two (2) Black males, one (1) Black female, nine (9) AAIANHNPI males, one (1) AAIANHNPI female and two (2) Unknown males

Applicants Rejected: 18

Five (5) White males, one (1) Black male, one (1) Black female, nine (9) AAIANHNPI males, and two (2) Unknown males

Interviewed: 3

One (1) White female, one (1) Black male, and one (1) AAIANHNPI female

The selected White female goal candidate met the required and preferred qualifications. She had experience mentoring and advising students and she had done research and publications on a variety of management topics. She also had been involved with curriculum development and had procured some grants in the field. Her presentation contained specific information and details and she clearly explained the

student activity piece because the students completed it and asked questions on topic and finished within the allotted time fame

2&3. Associate Professor Nursing

Specialization(s): Nursing Education (Two Positions)

One (1) goal was met with one (1) of two (2) White Females hired as an Associate Professors in Nursing

Required Qualifications: Research based doctorate (PhD, DNSc, EdD, or another comparable research degree). All candidates are required to have a graduate degree (master's or doctorate) in Nursing; Current Connecticut RN or APRN license (or eligible); Teaching experience at the graduate level in an institute of higher education; Experience with integrating technology into teaching and/or facilitating on-line instruction; Excellent oral and written communication skills; Demonstrated record of scholarship, leadership, and capacity to secure external funding commensurate at the level of associate or full professor.

Preferred Qualifications: Experience in dissertation, thesis or special project advisement at the master's and/or doctoral level; Certification as a Clinical Nurse Leader (CNL); Certification as a Certified Nurse Educator (CNE); Experience in serving as a coordinator and/or director of undergraduate or graduate programs; Demonstrated ability to mentor faculty in student-centered teaching strategies, curriculum related activities and ongoing professional development.

Applicants: 13

Eleven (11) White females, and two (2) AAIANHNPI females

Applicants Rejected: 9

Seven (7) White females, and two (2) AAIANHNPI females

Interviewed: 4

Four (4) White females

The selected White female goal candidate met the required and preferred qualifications. She had experience teaching classes for registered nurses in the healthcare setting and master's level as an adjunct. She had clinical teaching experience and participated in multiple peer reviewed presentations at conferences and had technology experience using newer technology tools. She had detailed her teaching philosophy and stated she was also nominated for a Nightingale Award. She spoke about her poster presentations, letters of feedback on her past performances and some of her recent publications.

The selected White female candidate met the required and preferred qualifications. She had experience as an educator teaching undergraduate students and has held administrative roles such as Chair and Associate Dean of her

department. She had scholarship and presentation experience and has gone through accreditation on her campus. She has led students on trips to Central American and Europe and specialized in community and pediatrics. She has also written grants and served as the grant administrator.

4. Associate Professor Marketing

Specialization(s): Strategic Marketing, Global Marketing, Digital Marketing, Social Media Marketing, B2B Marketing, Supply Chain Management, or Other Specializations of Interest

A Goal was met with the hire of one (1) AAIANHNPI Male hired as an Associate Professor in Marketing

Applicants: 38

Four (4) White males, three (3) White females, eighteen (18) AAIANHNPI males, ten (10) AAIANHNPI females and three (3) Unknown males

Applicants Rejected: 28

Four (4) White males, three (3) White females, thirteen (13) AAIANHNPI males, seven (7) AAIANHNPI females and one (1) Unknown male

Interviewed: 10

Five (5) AAIANHNPI males, three (3) AAIANHNPI females and two (2) Unknown males

The selected AAIANHNPI male goal candidate met the required and preferred qualifications. He had focused interactions with students throughout his teaching presentation. All his examples were detailed and clearly directed to students. He explained his research background and five publications, and he is presently working on another research project. He also had worked five years in the industry as a software engineer and a marketing consultant.

The unmet hiring goal in the Associate Professor searches is for 1 AAIANHNPI Male.

5. Associate Educational Leadership and Policy Studies

Specialization(s): Admin Leadership/School Leadership

One (1) White Male was hired as an Associate Professor in Educational Leadership and Policy Studies

Required Qualifications: Doctorate in Educational Leadership or similar field from an accredited institution; Evidence of emerging body of research, scholarship and publication; interest in and ability to work in culturally diverse settings; Background in instructional leadership, organizational development, and policy; Demonstrated excellence in teaching educational leadership courses.

Preferred Qualifications: P-12 teaching/leadership experience; Demonstrated experience as an educational leader; Knowledge and skills in contemporary school reform; Teaching experience at the graduate level and applied knowledge of quantitative research methods; Serve on doctoral dissertation committees and demonstration use of technology to enhance student learning.

Applicants: 32

Six (6) White males, eight (8) White females, three (3) AAIANHNPI males, four (4) AAIANHNPI females, and eight (8) Unknown males and three (3) Unknown unknowns

Applicants Rejected: 25

Two (2) White males, seven (7) White females, three (3) AAIANHNPI males, two (2) AAIANHNPI females, eight (8) Unknown males and three (3) Unknown unknowns

Explanation for Goal Applicants rejected:

The goals for White female have been previously achieved.

One (1) AAIANHNPI male did not have the required P-12 teaching/leadership experience.

Two (2) AAIANHNPI male did not have the required Doctorate in Educational Leadership or similar field.

Interviewed: 7

Four (4) White males, one (1) White female, and two (2) AAIANHNPI females

The goals for White female have been previously achieved.

The selected White male candidate met the required and preferred qualifications. He had served as a Program Chair in his current faculty position. He has ethical leadership experience and K-12 experience. He had received awards on his related research experience; AERA and ASSA and had a variety of peer reviewed publications. He used new technology in his presentation and used theory into practice. He also taught undergraduate and graduate courses including the doctoral level.

6. Associate Management

Specialization(s): The Blue Economy

One (1) White Male was hired as an Associate Professor in Management

Required Qualifications: A research doctorate in management or related field is required, preferably from an AACSB accredited institution. ABD applicants will be

considered. Earned doctorate must be completed within two years of appointment. Alternatively, applicants with an appropriate terminal degree and substantial, recent senior-level practitioner experience will be considered. Candidates must establish their ability to be qualified under our AACSB standards. All candidates must be able to teach effectively at the university level to a diverse group of undergraduate and/or MBA students. Candidates must demonstrate an ability to engage in meaningful scholarship. Candidates must have excellent oral and written communication skills. Candidates must have teaching and research interests that are meaningfully and substantively relevant to the Blue Economy.

Preferred Qualifications: Experience teaching classes in hybrid and online formats, evidence of creative teaching innovation, an ability to publish high-impact research, an active research agenda, a grounding in one of the established subfields of management (e.g., Strategy, OB, OMT, Entrepreneurship, etc.), relevant industry or consulting experience.

Applicants: 31

Seven (7) White males, five (5) White females, one (1) Black male, one (1) Black female, two (2) AAIANHNPI males, one (1) Unknown male and fourteen (14) Unknown Unknown.

Applicants Rejected: 28

Four (4) White males, five (5) White females, one (1) Black male, one (1) Black female, two (2) AAIANHNPI males, one (1) Unknown male and fourteen (14) Unknown Unknown.

Explanation for Goal Applicants rejected:

The goals for White female have been previously achieved.

Two (2) AAIANHNPI males did not have teaching and research experience related or relevant to the Blue Economy. Blue Economy is economy relating to the exploitation and preservation of the marine economy.

Interviewed: 3

Three (3) White males

The selected White male candidate met all the required and preferred qualifications. He had experience teaching and conducted research directly in the Blue Economy in his previous faculty position. He had an active publishing record with six (6) articles are presently under review and ten (10) articles, reports and chapters published within the last two (2) years. He had grant experience and was successful obtaining some grants that would follow him to any university that he was employed with. He also had worked closely with many external stakeholders, including both the public and private sector.

7. <u>Associate Professor Public Health</u> Specialization(s): Health Promotion/Health Equity

One (1) Black Female was hired as an Associate Professor in Public Health

Required Qualifications: Earned research or practice-based doctorate (PhD, DrPH, EdD, or other comparable degree); ABD candidates considered. If ABD, candidate must earn doctorate by end of first year of appointment. All candidates are required to have a graduate degree (master's or doctorate) in public health with a focus on health promotion; Evidence of the ability to teach effectively at the university level and to engage in meaningful scholarship, including peer-reviewed publications and grant funded activities; Evidence of capability for successful grant acquisition; Excellent oral and written communication skills; Demonstrated commitment to health equity.

Preferred Qualifications Evidence of health equity/health disparity scholarship (i.e., publications, grants, presentations); Teaching experience at the undergraduate or graduate level; Experience with integrating technology into teaching and/or facilitating on-line instruction.

Applicants: 43

Eight (8) White males, seventeen (17) White females, six (6) Black females, three (3) Hispanic females, four (4) AAIANHNPI males, two (2) AAIANHNPI females, one (1) two or more races male, one (1) two or more races female and one (1) unknown male

Applicants Rejected: 31

Eight (8) White males, ten (10) White females, two (2) Black females, three (3) Hispanic females, three (3) AAIANHNPI males, two (2) AAIANHNPI females, one (1) two or more races male, one (1) two or more races female and one (1) Unknown male

Explanation for Goal Applicants rejected:

The goals for White female were previously achieved.

One (1) AAIANHNPI male did not submit the proper application paperwork and omitted the reference letters.

Two (2) AAIANHNPI males did not have the required master's or doctorate degree in public health with a focus on health promotion.

Interviewed: 12

Seven (7) White females, four (4) Black females, and one (1) AAIANHNPI male

The hiring goals for White female were previously achieved.

The selected candidate (BF) had experience teaching on-line courses and she had done curriculum development. She talked about her ability to increase enrollment in her current role. She had a record of published materials in scholarship related to teaching and learning of health disparities. Her teaching presentation was engaging for the students and her lecturing involved the students viewing a video then talking and discussing what they had seen and encouraged their opinions and comments.

The students stayed focused and asked many questions and enjoyed this type of teaching style.

One (1) AAIANHNPI male did not have an organized teaching demonstration and students were not able to follow the directions provided which caused the timing to end before the activity was completed. During the interview, he also indicated that his scholarship was not focused on health equity.

8. <u>Associate Recreation, Tourism & Sport Management</u> Specialization(s): Sport Management

One (1) White Female was hired as an Associate Professor in Recreation, Tourism & Sport Management

Required Qualifications: Earned doctorate in Sport Management or related field; ABD candidates considered. If ABD, candidate must provide evidence of earned doctorate by the time of appointment.; Teaching experience that aligns with the department's current Sport Management curriculum; Evidence of the ability to teach effectively at the university level and to engage in meaningful scholarship, including peer-reviewed publications and grant funded activities; Evidence of excellent oral and written communication skills.

Preferred Qualifications: Preference will be given to candidates who possess: 1) at least two years of college-level teaching experience; 2) the ability to teach in a variety of formats (on-ground, hybrid, online); 3) experience engaging with and mentoring a diverse group of undergraduate students; 4) experience in the sport industry and/or in higher education environments; 5) experience in academic program development/coordination, and/or 6) experience with and/or understanding of COSMA accreditation standards.

Applicants: 54

Twenty-three (23) White males, four (4) White females, one (1) Black male, one (1) Black female, one (1) Hispanic male, nine (9) AAIANHNPI males, three (3) AAIANHNPI females, one (1) two or more races male, one (1) two or more races female, one (1) Unknown male and nine (9) Unknown unknowns

Applicants Rejected: 44

Eighteen (18) White males, three (3) White females, one (1) Hispanic male, seven (7) AAIANHNPI males, three (3) AAIANHNPI females, one (1) two or more races male, one (1) two or more races female, one (1) Unknown male, nine (9) Unknown unknowns

Explanation for Goal Applicants rejected:

The goals were previously achieved for White female.

Three (3) AAIANHNPI males did not submit any required information or evidence regarding meaningful scholarships, including peer-reviewed publications and grant

funded activities on any research or publications that they have written or participated in to be evaluated.

Four (4) AAIANHNPI males did not have the required earned doctorate in Sport Management or related field.

Interviewed: 10

Five (5) White males, one (1) White female, one (1) Black male, one (1) Black female and two (2) AAIANHNPI males

The hiring goals for White female were previously achieved.

The selected candidate White female met the required and preferred qualifications. She was able to engage and manage the presentation in a timely and organized manner. She included the students in the discussions by using slides and graphics and was able to maintain their attention. She detailed her research background including conference presentations and publications and several were as the 1st author. She spoke about her ability to work with all type of diverse students and students with varied learning challenges. She spoke about her experience mentoring student athletes. She also had industry experience working with a professional football team and working at a university gym.

Two (2) AAIANHNPI males were not able to provide any information or examples of their direct experience with the sports industry, experience in academic program development/coordination, and/or experience with and/or understanding of COSMA accreditation standards. During the interview and presentation, they both did not present direct experience or any examples of their working knowledge of related sports management responsibilities in this field.

9. <u>Associate Professor - Music</u> Specialization(s):

One (1) White Male was hired as an Associate Professor in Music

Required Qualifications: Earned DMA or Ph.D. in Music; 3-5 years of full-time teaching experience in higher education; an established record of creative activity/research; a clear and demonstrable commitment to teaching; and previous administrative/leadership experience that would demonstrate the applicant's capacity to effectively serve as Department Chair.

Preferred Qualifications: Previous experience as a department chair or program director; evidence of collaborative administrative leadership within a university; experience in teaching courses in Music Technology like those offered at SCSU; experience working within collective bargaining environment and experience in working with accreditation agencies.

Applicants: 24

Twenty-one (21) White males, and three (3) White females

Applicants Rejected: 15

Fourteen (14) White males and one (1) White female

Explanation for Goal Applicants rejected:

The goals for White female have been previously achieved.

Interviewed: 9

Seven (7) White males and two (2) White females

The goals for White female have been previously achieved.

The selected candidate White male candidate met the required and preferred qualifications. He used music technology in his presentation and kept the students involved in an interactive exercise. He had worked with diverse students and was involved in student mentoring in his present position. He also had experience with course curriculum development and grant writing.

Assistant Professor

Hiring goals: 6WM, 1BM, 3BF, 2HM, 1HF

Hires: 3WM, 13WF, 1BF, 1HF, 3 AAIANHNPI M, 1 AAIANHNPI F

1. Assistant Professor Mathematics

Specialization(s): Statistics, Data Science

A goal was met with the hire of one (1) White male Assistant Professor in Mathematics

Required Qualifications: Qualifications include an earned doctorate in Statistics or Mathematics and ability to teach a wide range of statistics classes at the undergraduate and master's level. ABD candidates for the position must be on a course to earn their degree in mathematics or statistics by the start date. Candidates' research programs and related teaching interests must complement the department's curriculum and mission. Applicants must have broad intellectual interests in statistics and data science education with a commitment to both teaching and scholarship.

Preferred Qualifications: Preference will be given to candidates with interest/experience in data science with a focus on healthcare data, developing and contributing to a data science program at both the bachelor's and master's levels, and cross-disciplinary research with other departments within the school or university. College-level teaching experience and a record of external funding are also preferred.

Applicants: 87

Twenty-one (21) White males, two (2) White females, two (2) Hispanic males, sixteen (16) AAIANHNPI males, three (3) AAIANHNPI females, forty-two (42) Unknown males and one (1) Unknown female

Applicants Rejected: 83

Nineteen (19) White males, two (2) White females, two (2) Hispanic males, sixteen (16) AAIANHNPI males, two (2) AAIANHNPI females, forty-one (41) Unknown males and one (1) Unknown female

Interviewed: 4

Two (2) White males, one (1) AAIANHNPI female and one (1) Unknown male

The selected White male goal candidate met the required and preferred qualifications. He had worked in Departments of Mathematics at University of Arkansas and Southern Illinois University. He also had done different types of research in the healthcare field. His presentation was focused on data science with a focus on developing healthcare data and programs. It used new technology and the student interaction was interesting and he stayed on the topic throughout the presentation. He described his publishing record in detail during the interview and spoke about his participation in health-related national programs.

2. Assistant Professor Sociology

Specialization(s): Sociology/Criminology

A goal was met with the hire of one (1) White male Assistant Professor in Sociology

Required Qualifications: The candidate must have completed a Ph.D. in Sociology by the time of appointment. The candidate must show evidence of ability to teach university level courses and a strong potential for scholarly activity.

Preferred Qualifications: Preference may be given to candidates who have experience teaching a range of courses in criminology, sociology and criminal justice, who can contribute to our core curriculum and who have an established record of scholarship.

Applicants: 41

Thirteen (13) White males, nineteen (19) White females, one (1) Black male, one (1) Black female, one (1) Hispanic male, one (1) AAIANHNPI male, four (4) AAIANHNPI females and one (1) Unknown male

Applicants Rejected: 31

Ten (10) White males, fourteen (14) White females, one (1) Black male, one (1) Black female, four (4) AAIANHNPI females and one (1) Unknown male

Interviewed: 10

Three (3) White males, five (5) White females, one (1) Hispanic male and one (1) AAIANHNPI male

The selected White male goal candidate met the required and preferred qualifications. He had taught sociology, criminology and has a record of scholarship in immigration, communities, and crime. He has developed new courses and indicated that he is interested in creating new courses to stay updated in the field. He was able to clearly state how his research experience in this field could contribute to SCSU and the New Haven community. He stated that he prepared for the interview by doing a lot of research into the community and organizations in the local New Haven area. His research presentation was brought to life in a way that captured and engaged the students, and he encouraged their participation demonstrating a student-centered approach. He utilized a classroom activity where students discussed ways to handle physical and social disorder in a neighborhood without calling the police. He had students work together and walked around and asked about their ideas, ensuring that they were staying on task while getting them to talk about their ideas freely.

3. Assistant Professor Nursing

Specialization(s): Health Informatics A goal was met with the hire of one (1) White Male as an Assistant Professor in Nursing

Required Qualifications: Earned research- or practice-based doctorate (PhD, Ed.D, DNP or other comparable degree). ABD will be considered, with completion required by the end of the first year of appointment. All candidates are required to have a graduate degree (master's or doctorate) in Nursing; Current Connecticut RN or APRN license (or eligible); 3-5 years of informatics related experience; Excellent oral and written communication skills; Demonstrated capability of successful grant acquisition and academic publication.

Preferred Qualifications: Master's or doctoral degree in Nursing with a focus on health or nursing informatics; Health IT certification or Certified Nursing Informatics by AACN, CPHIMS, CAHIMS or HIMSS; Recent experience working with clinical systems and technology; Evidence of healthcare management and leadership and/or health informatics scholarship (i.e. publications, grants, presentations); Expertise in any of the following areas: Electronic Health Records and Health Records Systems, Data Mining and Healthcare Quality Improvement, Health Services Administration, Healthcare Technology, and/or Healthcare Delivery Systems; Teaching experience at the undergraduate (BSN) or graduate level; Experience with integrating technology into teaching and/or facilitating on-line instruction.

Applicants: 3

One (1) White male, one (1) White female, and one (1) Black male

Applicants Rejected:

One (1) Black male

Interviewed:

One (1) White male and one (1) White female

The selected White male goal candidate met the required and preferred qualifications. He had worked in the health care industry and has taught nursing courses to undergraduate and graduate students. His presentation showed his interactive style and how he got the students to participate in the exercise throughout the conversation and he utilized newer technology tools. He also had several publications and has been involved with several recent health-related research projects.

4. Assistant Professor Curriculum and Learning

Specialization(s): Literacy

A goal was met with the hire of one (1) Black female Assistant Professor in Curriculum and Learning

Required Qualifications: An earned doctorate or ABD in Literacy Education or a closely related field. If ABD, candidate must have earned doctorate by the end of the first year of appointment; A minimum of three years of full-time relevant teaching in K-12 setting; Evidence of ability to teach university level courses in early childhood education and literacy related to teaching in elementary schools; A strong potential for scholarly activity leading to peer-reviewed publications, external grants or other support, and presentations at professional conferences; Experience teaching reading/literacy in a way that integrates both explicit instruction and engaging student-centered practices; Knowledge of formal and informal literacy assessment.

Preferred Qualifications: Experience in urban school communities; Knowledge of family/community-based initiatives to support out-of-school literacy; Certification in Remedial Reading or Literacy; Evidence of work in teacher education and professional development; Knowledge of innovative and culturally-sustaining pedagogies to work effectively with a wide range of ethnically and linguistically diverse students across K - 12 settings; Flexibility in managing teaching assignments, e.g., practice, fieldwork, hybrid, and online offerings.

Applicants: 29

Three (3) White males, nineteen (19) White females, two (2) Black females, one (1) AAIANHNPI male, three (3) AAIANHNPI females, and one (1) Unknown male

Applicants Rejected: 20

Three (3) White males, thirteen (13) White females, one (1) Black female, one (1) AAIANHNPI male, one (1) AAIANHNPI female, and one (1) Unknown male

Interviewed: 9

Six (6) White females, one (1) Black female and two (2) AAIANHNPI females

The selected Black female goal candidate met the required and preferred qualifications. She had a well-prepared and organized on-line demonstration lesson which highlighted the subject matter, and she provided many examples from her early childhood education (K-12) background. She talked about the support she offers to students and how she builds those relationships. She also had experience mentoring preservice and in-service teachers in the field and incorporates social justice issues and challenges to her role as a mentor in the field. She demonstrated her experience by providing direct information and samples of her knowledge in areas of inequality of educational opportunity, race and racism, and early childhood education through critical race theory, socio-cultural and historical issues related to race. She provided a few examples of early literacy assessment for developing students. She also has many publications and research related to the field.

5. Assistant Professor Art

Specialization(s): Graphic Design

A goal was met with the hire of one (1) Hispanic female Assistant Professor in Art

Required Qualifications: MFA in Graphic Design (or related field), or equivalent terminal degree, at the time of appointment. Strong skills and industry experience in Graphic Design and related areas. Commitment to professional-focused, market-oriented curriculum. Commitment to both teaching and creative activity. Interest in developing and maintaining collaborative and collegial relationships within the department and across the University.

Preferred Qualifications: Preference will be given to candidates with teaching experience beyond graduate assistantship at the university level and leadership experience within large organizations.

Applicants: 26

Six (6) White males, ten (10) White females, one (1) Black male, one (1) Black female, two (2) Hispanic males, two (2) Hispanic females, two (2) AAIANHNPI males and two (2) AAIANHNPI females

Applicants Rejected: 18

Five (5) White males, seven (7) White females, one (1) Black male, one (1) Black female, two (2) Hispanic males, one (1) Hispanic female, and one (1) AAIANHNPI male

Interviewed: 8

One (1) White male, three (3) White females, one (1) Hispanic female, one (1) AAIANHNPI male, and two (2) AAIANHNPI females

The selected Hispanic female goal candidate met the required and preferred qualifications. She had worked as a Graphic Designer and presented her commercial work and her designs detailed her experience in terms of design, sensibilities, quality, range of outputs/media and notoriety of clients. During her interview she said that she believed that design is the strategic representation of creative thinking and an indispensable method of communication that helps shape our cultural identity. She also described design as more than a commercial endeavor and she talked about how she likes to influence students with her design and graphic arts background, diverse culture and journey as an immigrant. Her story resonated with students during her presentation, and they asked questions related to diversity within the graphic design field.

6. Assistant Professor Accounting

Specialization(s): Taxation, Accounting Information Systems or Financial Accounting

One (1) AAIANHNPI male was hired as an Assistant Professor in Accounting

Required Qualifications: Tax specialist applicants should be qualified in taxation with terminal degree in field. Those with Accounting Information Systems and Financial Accounting specializations should have either an earned doctorate in accounting or business; strong candidates with ABD will be considered. If ABD, doctorate must be completed within two years of appointment. Evidence of ability to teach at the university level effectively is required. Candidates must demonstrate an ability to engage in meaningful scholarship leading to presentations at professional meetings and publications in peer-reviewed journals in their discipline. The successful candidate must maintain scholarly activity consistent with the School of Business' definition of "Scholarly Academic (SA)" for AACSB accreditation.

Preferred Qualifications: Preference will be given to candidates with relevant industry experience or university teaching experience.

Applicants: 12

Three (3) White males, one (1) White female, five (5) AAIANHNPI males, two (2) AAIANHNPI females and one (1) Unknown male

One (1) Unknown male withdrew from consideration prior to the interview process.

Applicants Rejected: 5

Two (2) White males, one (1) White female, and two (2) AAIANHNPI males

Explanation for Goal Applicants rejected:

Two (2) White males did not have the required terminal degree.

Interviewed: 7

One (1) White male, three (3) AAIANHNPI males, two (2) AAIANHNPI females and one (1) Unknown male

The selected AAIANHNPI male candidate met the required and preferred qualifications. He had taught Intermediate, Advanced and Managerial Accounting courses. In his presentation he detailed his research topics and evidence that he had done work to publish and present at academic conferences. He provided complete responses to all questions from faculty and students and used new technology in his presentation. He also is presently classified as Scholarly Academic (SA) for five (5) years which is required for accreditation.

One (1) White male was not organized when he did his presentation. He confused students with the activity by not providing them with instructions and he did not finish in the allotted timeframe.

7. Assistant Professor Finance

Specialization(s): Investments, Financial Markets and Institutions, Fin-Tech, Risk Management and Insurance or Real Estate Finance

One (1) AAIANHNPI male was hired as an Assistant Professor in Finance

Required Qualifications: Ph.D. in Finance or a closely related field at the time of appointment. Strong ABD candidates will be considered. Successful ABD candidates must have earned doctorate within two years of appointment; Candidates with master's degrees and substantial corporate experience are encouraged to apply. Ability to teach in both traditional classroom and online formats. The successful candidate must demonstrate an ability to maintain scholarly or professional activity consistent with the School of Business's qualifications for AACSB accreditation.

Preferred Qualifications: Candidates that can teach courses in at least three of the following areas are preferred: Quantitative Finance, Financial Econometrics, Security Analysis and Portfolio Management, Risk Management, Financial Derivatives, Advanced Financial Markets and Institutions, Fin-Tech, Insurance or Real Estate Finance. CFA charter holders are encouraged to apply.

Applicants: 93

Twelve (12) White males, three (3) White females, one (1) Black male, forty-six (46) AAIANHNPI males, eighteen (18) AAIANHNPI females, seven (7) Unknown males, two (2) Unknown females and four (4) Unknown unknowns

Applicants Rejected: 63

Ten (10) White males, two (2) White females, one (1) Black male, twenty-five (25) AAIANHNPI males, fourteen (14) AAIANHNPI females, five (5) Unknown males, two (2) Unknown females and four (4) Unknown unknowns

Explanation for Goal Applicants rejected:

One (1) White male never responded to contacts made to him to schedule an interview.

Five (5) White males did not submit the complete application paperwork and did not include the required reference letters.

Four (4) White males and one (1) Black male did not have the required Ph.D. in Finance or a closely related field.

Interviewed: 30

Two (2) White males, one (1) White female, twenty-one (21) AAIANHNPI males, four (4) AAIANHNPI females and two (2) Unknown males

The selected AAIANHNPI male candidate met the required and preferred qualifications. He had experience teaching Fintech and quantitative finance. He had experience programming language experience and programming skills related to textual analysis. He had worked directly with the business community to boost enrollment. He also had worked as a Certified Financial Examiner at Goldman Sachs and used many examples of how the skills learned there helped him to teach many business-related courses.

One (1) White male was no longer interested in the position after the interview process. He withdrew from consideration.

One (1) White male's performance during his research presentation did not completely explain the paperwork that he passed out because he did not include directions and he did not explain the directions to the students. He had to take time out and go back and provide the directions and he was not able to complete it in the allotted timeframe.

8. Assistant Professor Marketing

Specialization(s): Strategic Marketing, Global Marketing, Digital Marketing, Social Media Marketing, B2B Marketing, Supply Chain Management, or Other Specializations of Interest

One (1) AAIANHNPI male was hired as an Assistant Professor in Marketing

Required Qualifications: An earned doctorate in Marketing or a closely related business field from an accredited university or an appropriate terminal degree with substantial, recent senior-level practitioner experience is required. Applicants must establish their ability to be classified as "qualified faculty" according to AACSB standards. This required both initial qualification and maintenance of qualifications.

Strong candidates with ABD will be considered. If ABD, candidate must have earned doctorate within two (2) years of appointment. Candidates must demonstrate the ability to teach effectively at the university level to a diverse group of undergraduate and MBA students in on-ground and hybrid formats; teaching responsibilities include evenings and weekends. In addition, candidates must demonstrate an ability to engage in original and impactful scholarship.

Preferred Qualifications: Preference will be given to candidates with industry or consulting experience.

Applicants: 38

Four (4) White males, three (3) White females, eighteen (18) AAIANHNPI males, ten (10) AAIANHNPI females and three (3) Unknown males

Applicants Rejected: 28

Four (4) White males, three (3) White females, thirteen (13) AAIANHNPI males, seven (7) AAIANHNPI females and one (1) Unknown male

Explanation for Goal Applicants rejected:

Two (2) White males did not have the required earned doctorate in Marketing or closely related business field.

Two (2) White males did not submit the complete application package and omitted the required letters of reference.

Interviewed: 10

Five (5) AAIANHNPI males, three (3) AAIANHNPI females and two (2) Unknown males

The selected AAIANHNPI male candidate met the required and preferred qualifications. He conducted an interactive teaching method that led the students to think and use their analytical skills. He highlighted his research that focused on theoretical and conceptual methods. He has published many articles and research in journals and publications related to the marketing field. He also had grant writing experience.

9. Assistant Professor Counseling and School Psychology

Specialization: Counselor Education and Supervision

One (1) Asian Female was hired as an Assistant Professor in Counseling and School Psychology

Required Qualifications: Applicants must hold a doctorate from a counselor education program; Hold or be eligible to hold certification and/or licensure; Identify self as a counselor educator and be committed to the professional field of counselor education as evidenced by education, teaching, professional experience, research, and professional affiliations; Exhibit a commitment to social justice and counseling under-represented populations.

Preferred Qualifications:

A doctorate from a CACREP-accredited counselor education program, counselor supervision experience, knowledge of current national counselor education standards

(CACREP), knowledge of quantitative and qualitative research methods, experience working with doctoral students in instruction and mentoring, and evidence of program development and evaluation experience. The Department of Counseling and School Psychology places a high priority on the development of cross-cultural competence and on social justice advocacy. Highly desirable applicants will be passionate about working with diverse students.

Applicants: 20

Two (2) White males, two (2) White females, one (1) Black male, three (3) Black females, five (5) AAIANHNPI females, two (2) Unknown males and five (5) Unknown females

Applicants Rejected: 10

One (1) White male, one (1) Black male, two (2) Black females, one (1) AAIANHNPI female, two (2) Unknown males and three (3) Unknown females

Explanation for Goal Applicants rejected:

One (1) White male, one (1) Black male and two (2) Black females did not meet the preferred requirements:a doctorate from a CACREP-accredited counselor education program, counselor supervision experience, knowledge of current national counselor education standards (CACREP), knowledge of quantitative and qualitative research methods, experience working with doctoral students in instruction and mentoring.

Interviewed: 10

One (1) White male, two (2) White females, one (1) Black female, four (4) AAIANHNPI females and two (2) Unknown females

The selected AAIANHNPI female candidate met the required and preferred qualifications. She presented a quantitative skillset and interactive teaching style during her student activity. She infused multicultural and social justice into her presentation. She used active engagement of auditory, visual and kinesthetic learning styles and students were engaged, encouraged to participate and she allowed enough time to be able to answer their questions.

One (1) White male and one (1) Black female withdrew from consideration after the interview process. They both accepted other faculty positions.

10. Assistant Professor Art

Specialization(s): Art Education

One (1) White female was hired as an Assistant Professor in Art

Required Qualifications: Ed.D., Ph.D. or equivalent in Art Education at time of appointment; outstanding oral and written communication skills; and a commitment to both teaching and scholarship.

Preferred Qualifications: Experience teaching Art Education at the university level. Experience in Art Education program innovation, development and coordination, program assessment, student-teaching coordination, student advisement, state certification program regulations, and teaching K-12 art in the public school system. Outstanding candidates will have an established active and innovative research agenda and a record of effective leadership in program and personnel management. The ability to teach courses that benefit the other areas of the department in either Studio Art or Art History is also advantageous.

Applicants: 23

Two (2) White males, sixteen (16) White females, one (1) Black female, three (3) AAIANHNPI females, and one (1) two or more races female.

Applicants Rejected: 13

Ten (10) White females, one (1) Black female, one (1) AAIANHNPI female, and one (1) two or more races female.

Explanation for Goal Applicants rejected:

One (1) Black female did not have experience teaching at the university level or K-12 art experience.

Interviewed: 10

Two (2) White males, six (6) White females and two (2) AAIANHNPI females.

The selected White female candidate met the required and preferred qualifications. She had university art education experience from Tufts University and served as a visiting Art Professor of Art Education at Ohio State University. She had experience teaching art in public school systems. She has completed research and is an author and co-author of numerous publications on a wide range of topics in the art field and presents to graduate students and other collaborators at national conferences. She presented ideas to revitalize the SCSU's Art Department's Master's Program, development of different degree paths to better serve the varied interests of the diverse student population and different types of community outreach initiatives.

One (1) White male had K-12 experience, but he was not able to highlight or expand on his experience specifically related to Art Education and experience teaching art classes to young students. During the interview, he indicated his experience was not specifically related to teaching art.

One (1) White male's resume included a wealth of Art Education experience and during the interview he would only provide a few talking points but would not provide any supportive information that matched his experience throughout his career. He was asked to provide follow-up evidence of outcomes or solutions and he was not able to detail or provide any examples that would present his direct experience related to Art Education or specifically working directly with art students.

11. Assistant Professor Computer Science

Specialization: Human Computer Interaction

A White Female was hired as an Assistant Professor in Computer Science

Required Qualifications: A Ph.D. in Computer Science (or related discipline), a strong commitment to excellence in teaching at the undergraduate and graduate levels; evidence of productive scholarly activity; and evidence of the ability to communicate effectively, both written and orally. ABDs will be considered, if the degree will be completed prior to the start date.

Preferred Qualifications: Preference will be given to candidates with collegiate-level teaching experience who have worked within healthcare informatics as well as those with a specialization in HCI related areas, including but not limited to UI/UX, AR/VR and data visualization. Also preferred is evidence of research conducted with the undergraduate students; evidence of interdisciplinary collaborative efforts in research/teaching; evaluations; and evidence of curricular innovation.

Applicants: 30

Five (5) White males, two (2) White females, seven (7) AAIANHNPI males, four (4) AAIANHNPI females, nine (9) Unknown males and three (3) Unknown females

Applicants Rejected: 18

Two (2) White males, one (1) White female, five (5) AAIANHNPI males, two (2) AAIANHNPI females, six (6) Unknown males and two (2) Unknown females

Explanation for Goal Applicants rejected:

One (1) White male submitted an incomplete application package and omitted the required research statement.

One (1) White male did not meet the preferred requirements by not providing evidence of interdisciplinary collaboration and curricular innovation in his Curriculum vitae and/or application materials.

Interviewed: 12

Three (3) White males, one (1) White female, two (2) AAIANHNPI males, two (2) AAIANHNPI females, three (3) Unknown males and one (1) Unknown female.

The selected White female candidate met the required and preferred qualifications. Her presentation connected with the students and was engaging by the feedback received. She had publications and research related to the healthcare field and some industrial experience. She also had grant experience in grants related to grants used in the department.

One (1) White male indicated that he was no longer interested in the position during the interview process. He stated that he wanted a higher salary for teaching.

One (1) White male used some offensive language during the interview and when he was brought around campus by members of the search committee for a tour. The comments

made search committee members uncomfortable, and they did not want to advance this candidate.

One (1) White male withdrew after the interview process because he accepted another faculty position

12. <u>Assistant Professor Earth Science</u> Specialization(s): Structural Geology

One (1) White Female was hired as an Assistant Professor in Earth Science

Required Qualifications: A Ph.D. in the geosciences with specialization in structural geology or a closely related field is required. ABD candidates are welcome to apply but must have their Ph.D. in hand by the time of appointment. Candidates must also provide evidence of a strong background in the fundamentals of geology and a commitment to undergraduate teaching, research, and service. Excellent written and interpersonal communication skills are required.

Preferred Qualifications: Preference will be given to candidates who have: college-level teaching experience either as an instructor or teaching assistant with demonstrated commitment to undergraduate teaching, student-centered research, and service; broad training in the earth sciences including familiarity with geology, meteorology, oceanography, and astronomy; experience in teaching general education courses for non-science majors covering the full spectrum of earth science subdisciplines; experience in teaching upper-division undergraduate earth science courses in structural geology, tectonics, and field geology; a strong record of scholarly research in the geological sciences; experience with geological field studies and data collection using modern equipment and instrumentation; a desire and ability to develop an externally funded, field-oriented, undergraduate-friendly research program; and a willingness to pursue professional interactions with the geotechnical services industry in our region.

Applicants: 39

Twenty-four (24) White males, eight (8) White females, one (1) Hispanic female, four (4) AAIANHNPI males, one (1) two or more races male and one (1) Unknown male

Applicants Rejected: 32

Twenty (20) White males, five (5) White females, one (1) Hispanic female, four (4) AAIANHNPI males, one (1) two or more races male and one (1) Unknown male

Explanation for Goal Applicants rejected:

Nineteen (19) White males and One (1) Hispanic Female did not have the required Ph.D. in the geosciences with specialization in structural geology or a closely related field is required.

One (1) White male did not submit the required application paperwork and omitted his transcripts.

Interviewed: 7

Four (4) White males and three (3) White females

The selected White female candidate met the required and preferred qualifications. She had a structural and field geology background, and her area of specialization is classic field based structural geology. She has done research in the study of post-rift structural evolution of the Vermont and New York portion of the New England-Quebec Igneous Province and other field work in New England. She has well-established collaborations with scholars at other institutions. She highlighted her field and laboratory techniques during the presentation and her interview.

One (1) White male presented a narrow view of his field geology experience in his presentation. He did not have any direct student mentoring and student research experience.

Three (3) White males' presentations were not detailed in the scope of structural or field geology and they failed to engage the students. They did not use technology in their presentation. They all focused more on lecturing and not interacting directly with the students. Student and faculty feedback indicated that the lecturing does not hold their attention and left them with questions that were not answered.

13. <u>Assistant Professor Environment, Geography and Marine Sciences</u> Specialization(s): Climate Change Impacts

One (1) White Female was hired as an Assistant Professor in EGMS

Required Qualifications: A Ph.D. in Geography or Environmental Sciences/Studies from an accredited university at the time of appointment; expertise in the social impacts of climate change with focus on measurement and assessment; competency in quantitative methods in research and teaching; expertise related to coastal and/or marine policy and planning; and excellent oral and written communication skills.

Preferred Qualifications: Evidence of successful/productive research collaboration/mentorship; teaching experience at the university-level; experience securing external funding; and experience in transdisciplinary research.

Applicants: 33

Eleven (11) White males, Seven (7) White females, three (3) Black males, one (1) Hispanic female, six (6) AAIANHNPI males, two (2) AAIANHNPI females and three (3) Unknown males

Applicants Rejected: 28

Nine (9) White males, six (6) White females, three (3) Black males, one (1) Hispanic female, six (6) AAIANHNPI males, two (2) AAIANHNPI females and one (1) Unknown male

Explanation for Goal Applicants rejected:

Five (5) White males, one (1) Black male and one (1) Hispanic female did not have the required Ph.D. in Geography or Environmental Sciences/Studies from an accredited university.

Three (3) White males and two (2) Black males did not have the required expertise related to coastal and/or marine policy and planning experience.

One (1) White male did not submit the required application paperwork and did not include the CV/resume.

Interviewed: 5

Two (2) White males, one (1) White female and two (2) Unknown males

The selected White female candidate met the required and preferred qualifications. She had an engaging presentation that inspired and engaged the students. She provided several examples of her research related to climate change communication and assessment and focused specifically on the local Connecticut area. She also spoke of her connections to the public and to private organizations in Connecticut which she states would be utilized in a collaborative and interdisciplinary way if she was the one selected. She also had recent publications and she procured several grants in her present position.

One (1) White male focused more on his business-oriented experience and not related to science and education when answering most of the interview questions. His presentation planned activity was rushed and did not achieve its intended clarity and purpose. Students were not able to complete the planned activity because the timing was not properly planned.

One (1) White male did not clearly express how he would involve students in his research activities. His presentation included analogies that did not communicate the theme of the presentation consistently and included perspective on sustainability contrary to the teaching of current faculty in the department. He also did not communicate how his teaching and research would translate to a public teaching-oriented university. Students did not stay engaged during the research planned activity.

14. <u>Assistant Professor Physics</u>

Specialization(s): Applied Optics, Astronomy/Astrophysics, Biophysics, Materials/Nanoscience

One (1) White Female was hired as an Assistant Professor in Physics

Required Qualifications: Ph.D. in physics, optical sciences or engineering, astronomy or closely related field and the ability to perform research that involves undergraduate and master's degree students. Experimentalist/observer preferred but highly qualified candidates with computational or theoretical expertise will be given full consideration. Applicants must have a commitment to both teaching and scholarship.

Preferred Qualifications: Preferred areas of primary interest are applied optics, astronomy/astrophysics, biophysics, and materials/nanoscience. Preference will be given to applicants with suitable expertise in and commitment to teaching undergraduate and graduate courses as well as mentoring thesis projects/research activities of students in our Master of Science in Applied Physics program. The ability and commitment to collaborate with one or more current faculty members will be viewed positively. Postdoctoral experience, evidence of teaching effectiveness and interest in modern pedagogies are preferred.

Applicants: 96

Thirty-nine (39) White males, five (5) White females, one (1) Hispanic male, twenty-five (25) AAIANHNPI males, six (6) AAIANHNPI females, nineteen (19) Unknown males and one (1) Unknown female

Applicants Rejected: 90

Thirty-five (35) White males, four (4) White females, one (1) Hispanic male, twenty-four (24) AAIANHNPI males, six (6) AAIANHNPI females, nineteen (19) Unknown males and one (1) Unknown female

Explanation for Goal Applicants rejected:

Four (4) White males did not have the required Ph.D. in physics, optical sciences or engineering, astronomy or closely related field.

One (1) White male submitted an incomplete application package and did not include any of the required research information.

One (1) White male submitted only part of his application and everything else was missing.

One (1) White male submitted an incomplete application package and did not include any teaching experience.

Five (5) White males did not have the required college or university teaching experience.

Twenty (20) White males did not include the preferred qualifications related to mentoring thesis projects and/or research activities of students in their Masters application paperwork.

Three (3) White males and (1) Hispanic male did not have the preferred requirements that included applied optics, astronomy/astrophysics, biophysics, and materials/nanoscience.

Interviewed: 6

Four (4) White males, one (1) White female and one (1) AAIANHNPI male

The selected White female candidate met the required and preferred qualifications. She had a record of teaching a wide spectrum of classes up through MS-level classes. During her interview she provided examples for how she would collaborate with the department faculty and she provided examples of how her research would be able to

engage students at different levels of their knowledge and experience. She also described a research program that would be feasible to implement at the campus. She had grant writing and grant management experience.

One (1) White male described his recent research projects as an example, and it was outdated and not presently used at most universities. He also did not stay on time during his presentation to the students.

One (1) White male's presentation style was not consistent and he was not able to stay within the time limits. During the interview, he indicated that he did not have any student supervision experience at the undergraduate MS level.

One (1) White male stated that his teaching experience is outside of the SCSU course offerings and he hopes that he would be able to quickly teach across the physics spectrum, but his other examples did not match the type of course offerings offered in the department. He also described some of his research projects that would need substantial financial start-up to be able to be used at the nano-center.

One (1) White male described the present research to develop a small satellite which the students will have to construct themselves and he stated how expensive and costly it would be because the department does not have any of the materials needed presently. He indicated that he had some teaching experience on his application materials however, during the interview he indicated that he has very little experience as a recent instructor.

15. <u>Assistant Professor Sociology</u>

Specialization(s): Environmental Sociology/Climate Change

One (1) White Female was hired as an Assistant Professor in Sociology

Required Qualifications: The candidate must have completed a Ph.D. in Sociology by the time of appointment. The candidate must show evidence of ability to teach university level courses and a strong potential for scholarly activity.

Preferred Qualifications: Preference may be given to candidates who have experience teaching a range of courses in sociology, environmental sociology, and social justice who can contribute to teaching in our core curriculum and who have an established record of scholarship.

Applicants: 43

Twenty (20) White males, fifteen (15) White females, two (2) Hispanic females, two (2) AAIANHNPI males, three (3) Unknown males and one (1) Unknown female

Applicants Rejected: 33

Sixteen (16) White males, ten (10) White females, two (2) Hispanic females, two (2) AAIANHNPI males, and three (3) Unknown males

Explanation for Goal Applicants rejected:

One (1) White male did not have the required Ph.D. in Sociology.

Thirteen (13) White males did not have the preferred experience teaching a range of courses in sociology, environmental sociology, and social justice who can contribute to teaching in our core curriculum and who have an established record of scholarship.

Two (2) White males and one (1) Hispanic female did not submit a complete application package. They were missing the required letters of reference.

One (1) Hispanic female withdrew from consideration prior to the interview process.

Interviewed: 10

Four (4) White males, five (5) White females and one (1) Unknown female

The selected White female candidate met the required and preferred qualifications. She had experience teaching environmental, sociology, global environmental crisis, environmental justice, and international and global perspectives on the environment. She also had experience teaching core curriculum courses on social diversity, such as gender and sexuality, introduction to sociology and had talked about her related research methods and projects. She presented a large research project focused on how she explored how climate change adaptation opens opportunities to address gender equity. Her research examined how local Fijian communities and government respond to shoreline erosion and how such responses inspire other discussions about social inequality. She was skillful in her presentation to communicate new information and complex ideas that were accessible to the students. She allowed enough time to answer student questions and some students chose to have more conversations with her after she was finished.

One (1) White male withdrew from consideration after the interview because he accepted another position.

Three (3) White males did not demonstrate their related teaching skills in sociology through their presentation. During the interview it was determined that they all did not have core curriculum course development experience and taught classes that were already part of their college department offerings. They provided information by detailing their responsibilities in their present positions and they did not have this level of experience in this specialized area.

16. <u>Assistant Professor World Languages and Literatures</u> Specialization: TESOL/Applied Linguistics

One (1) White Female was hired as an Assistant Professor in World Languages

Required Qualifications: Ph.D. or equivalent, required by the time of appointment, in Applied Linguistics; TESOL; Language, Literacy, and Culture; Bilingual Education; or a related discipline. Candidate must provide evidence of the ability to teach a range of applied linguistic courses at the college level; a belief in dialogic, highly interactive

teaching and learning at the undergraduate and graduate level; and the ability to engage in meaningful scholarship, leading to conference presentations and peerreviewed publications.

Preferred Qualifications: Ability, interest, and willingness to be a TESOL generalist; that is, to teach a variety of TESOL courses, in particular: Literacy Development and ELs, Content-based Instruction for ELs, Assessment and ELs, TESOL Methods and Curriculum Development, English Composition for ELs at the college level, and Intensive ESL classes. Expertise in ELs mainstreamed in US public schools, K-12. Evidence of strong networking with public school system personnel. Interest in and experience with program administration and successful external grant proposal and report writing.

Applicants: 80

Fourteen (14) White males, twenty-one (21) White females, one (1) Hispanic male, nineteen (19) AAIANHNPI males, thirteen (13) AAIANHNPI females, eleven (11) Unknown males and one (1) Unknown female

Applicants Rejected: 70

Eleven (11) White males, sixteen (16) White females, one (1) Hispanic male, nineteen (19) AAIANHNPI males, thirteen (13) AAIANHNPI females, nine (9) Unknown males and one (1) Unknown female

Explanation for Goal Applicants rejected:

Four (4) White males did not submit a complete application package and were missing the required letters of reference.

Two (2) White males did not have the required Ph.D. in Applied Linguistics; TESOL; Language, Literacy, and Culture; Bilingual Education; or a related discipline.

Five (5) White males, one (1) Hispanic male did not have the preferred requirements to teach a variety of TESOL courses and did not have any grant experience.

Interviewed: 10

Three (3) White males, five (5) White females, and two (2) Unknown males

The selected White female candidate met the required and preferred qualifications. She had experience as a Program Director of Modern Languages and English Language Institute at the University of Bridgeport. She has teaching experience that includes teaching TESOL courses and ESL related courses. She used teaching methods including content-based and task-based methods with a focus on academic environment in her presentation and used new technology. Students remained engaged while utilizing their written, oral, cognitive, visual, and auditory capabilities through her presentation and activity. She had K-12 experience in the US and abroad. She also articulated a variety of approaches to teaching that include the flipped classroom, differentiation of instruction, facilitation, and the use of manipulatives. She had grant writing experience.

One (1) White male did not provide details and examples of his ability to develop and complete his research agenda while teaching a full load of courses. He did indicate that he was not flexible in his teaching modalities and indicated he has more interest in teaching ESL than TESOL. He also indicated he had very little K-12 exposure in his career and was not able to provide any information in this area.

One (1) White male's instructions to students were not clear and he did not want to use strategies to get students talking during his presentation. He did not use his time management skills because it was taking a long time to finish, and the pacing and student direction received negative feedback.

One (1) White male indicated he was concerned with teaching a full course load combined with the research demands. This is the position responsibilities for a full-time faculty member. His presentation activity was disorganized, and he had to take longer time to get it back on track and this made him miss the proper timeframe to complete.

17. <u>Assistant Professor Counseling and School Psychology</u> Specialization: School Psychology

One (1) White Female was hired as an Assistant Professor in Counseling and School Psychology

Required Qualifications: Candidate must hold a doctorate in school psychology or a closely related area; Candidate will hold certification as a school psychologist in the State of Connecticut and national certification (NCSP) through the National Association of School Psychologists (NASP) or be eligible for such; Candidate professionally identifies as a school psychologist and must be committed to the professional field of school psychology as evidenced by education, teaching, professional experience, research, and professional affiliations; Candidate will exhibit a commitment to social justice and working with under-represented populations.

Preferred Qualifications: The highly qualified candidate will have an earned a doctorate in school psychology from a NASP accredited and/ or APA approved program, experience working in a public-school setting, supervisory experience, knowledge of current national standards (NASP), and experience working with graduate students both as an instructor and mentor.

Applicants: 13

One (1) White male, eight (8) White females, one (1) Black male, one (1) Hispanic female, and one (1) AAIANHNPI female and one (1) Unknown male

Applicants Rejected: 10

One (1) White male, six (6) White females, one (1) Black male, one (1) Hispanic female, and one (1) AAIANHNPI female

Explanation for Goal Applicants rejected:

One (1) White male, one (1) Black male and one (1) Hispanic female did not hold a doctorate in school psychology or a closely related area or certification as a school psychologist in the state of Connecticut and national certification (NCSP) through the National Association of School Psychologists (NASP).

Interviewed: 3

Two (2) White females and one (1) Unknown male

The selected White female candidate met the required and preferred qualifications. She had been presently teaching college level courses in psychology. She has done program development, supervised students and co-founded a clinic for educational supports. Her teaching demonstration was engaging and showed a commitment to social justice and highlighted the scientist-practitioner model. She also has experience in bilingual assessment and has experience with the accreditation process. She presently co-directs a Center for reading diagnosis and instruction in her present position.

18. <u>Assistant Professor Special Education</u> Specialization: Counselor Education and Supervision

One (1) White Female was hired as an Assistant Professor in Special Education

Required Qualifications: Earned doctorate in special education or related area and at least one graduate degree in special education; demonstrated knowledge of evidence-based practices in instruction of individuals with disabilities, including diagnostic assessment, assistive technology, and positive behavior support; excellent written and oral communication skills; ability to engage in scholarship and service appropriate to university appointment. ABD applicants may be considered. If ABD, candidate must have an earned doctorate by the end of the first year of appointment.

Preferred Qualifications: Developing and/or demonstrated record of scholarship; K-12 special education teaching certification; three years or more years of full-time K-12 special education teaching experience with students with disabilities; knowledge of federal and Connecticut state laws regarding the education of students with disabilities; demonstrated effectiveness in serving culturally and linguistically diverse student populations; university teaching experience in special education coursework; experience teaching in a variety of formats (e.g., on ground, hybrid, online); experience in field-based mentoring/supervision of teacher candidates, including assessments such as edTPA; and demonstrated effectiveness in leadership roles.

Applicants: 17

One (1) White male, seven (7) White females, one (1) Black male, one (1) Black female, one (1) AAIANHNPI female, one (1) Unknown male, four (4) Unknown females and one (1) Unknown unknown

Applicants Rejected: 12

Three (3) White females, one (1) Black male, one (1) Black female, one (1) AAIANHNPI female, one (1) Unknown male, four (4) Unknown females and one (1) Unknown unknown

Explanation for Goal Applicants rejected:

One (1) Black male did not have the preferred experience of three (3) years or more of full-time K-12 special education teaching experience with students with disabilities and he did not have the K-12 special education teaching certification.

One (1) Black female did not have the required earned doctorate in special education or related area and at least one graduate degree in special education.

Interviewed: 5

One (1) White male and four (4) White females

The selected White female candidate met the required and preferred qualifications. She had included definitions of key terminology and laws related to assistive technology and special education into her presentation. She also included modeling of the use of specific technology tools. She focused on an interactive approach to engage the students with technology and wanted them to collaborate with their peers and to share what they learned with each other. The students' feedback indicated that the lesson was engaging, informative and they enjoyed the inactive part with each other. She presented her research focused on previous technology and she had publications and current research studies on use of technology in teacher education. She did incorporate examples of how she encourages students to be more involved in research and publishing. She had experience teaching K-12 urban and suburban school districts as a special educator.

One (1) White male did not present his experience with diagnostic assessment, use of assistive technology and edTPA during his interview and student lesson.

19. <u>Assistant Professor Communication Disorders</u> Specialization(s): Speech-Language Pathology

One (1) White Female was hired as an Assistant Professor in Communication Disorders

Required Qualifications: Earned doctorate in Communication Disorders or related field; ABD candidates considered. If ABD, candidate must earn doctorate by end of first year of appointment; Must have ASHA Certificate of Clinical Competence and be eligible for Connecticut state licensure in Speech-Language Pathology; Must meet the ASHA 2020 standard for clinical instruction by start of employment; Evidence of the ability to teach effectively at the university level and to engage in meaningful scholarship, including peer-reviewed publications and grant funded activities; Experience and expertise in teaching, research, and clinical practice in one or more of the following areas: speech science, anatomy and physiology, neurological bases of communication, neurogenic speech and language disorders, cognitive communication disorders, dysphagia, fluency, voice, and/or phonetics/phonology.

Preferred Qualifications: Teaching at the university level and clinical instruction experience; Demonstration of an established record of scholarship; Excellent oral/written communication skills; Interpersonal/team collaboration skills; Computer literacy skills for administrative, research and instructional purposes.

Applicants: 10

One (1) White male, six (6) White females, two (2) Black females and one (1) AAIANHNPI male

Applicants Rejected: 8

One (1) White male, five (5) White females, one (1) Black female, and one (1) AAIANHNPI male

Explanation for Goal Applicants rejected:

One (1) White male and one (1) Black female did not have the required earned doctorate in Communication Disorders or related field.

Interviewed: 2

One (1) White female and one (1) Black female

The selected White female candidate met the required and preferred qualifications. She had experience teaching university courses related to communication disorders. She also taught about multicultural issues, fluency and research methods. Her presentation gave students the opportunity to understand complex course content easier using her interactive handouts and technology tools. She came to the interview well prepared and provided a prepared sample syllabus and offered to develop three (3) courses (Multicultural Issues and bilingualism, Bilingual Assessment and Intervention and computerized based language sample analysis) that do not exist at SCSU, but they are courses she presently teaches in her current position. She also spoke about her success obtaining grants and writing new grants. She has done research with Haskins Lab and has three (3) publications that she leads the authorship.

One (1) Black female withdrew her candidacy after the interview because she accepted another faculty position closer to her home.

20. <u>Assistant Professor Health and Movement Sciences</u> Specialization: Athletic Training

One (1) White Female was hired as an Assistant Professor in Health and Movement Sciences

Required Qualifications:

Applicants must possess a terminal degree by August 2020, BOC certification, NATA membership, and Connecticut licensure prior to start of the position. Applicants must also provide evidence of the ability to teach effectively at the university level, engage in

meaningful scholarship including peer-reviewed publications and grant funded activities, and work effectively with diverse populations.

Preferred Qualifications:

Preference will be given to candidates with demonstrated effectiveness in teaching at the postsecondary level, providing direct patient care as an athletic trainer, serving as a preceptor, establishing a working relationship with a directing or collaborating physician and working collaboratively with other healthcare professionals. Preference will also be given to candidates with a demonstrated record of administrative experience within an athletic training program, familiarity and experience with the CAATE standards and accreditation process, research/scholarship, professional service, involvement with enhancing learning opportunities through simulation, having a National Provider Identifier (NPI), and an area of professional expertise.

Applicants: 11

One (1) White male, eight (8) White females, one (1) AAIANHNPI male, and one (1) two or more races male

Applicants Rejected: 7

One (1) White male, four (4) White females, one (1) AAIANHNPI male, and one (1) two or more races male

Explanation for Goal Applicants rejected:

One (1) White male did not have the required terminal degree.

Interviewed: 4

Four (4) White females

The selected White female candidate met the required and preferred qualifications. She had an established research agenda that did not require utilize expensive equipment in her present position. She conducted an interactive scenario-based teaching presentation related to exertional heat illness and the students were able to ask well thought out questions and she was prepared to answer all types of questions. She provided many examples of her interactions with students and other stakeholders.

21. Assistant Professor Public Health

Specialization(s): Public Health Management & Leadership/Health Informatics

One (1) White Female was hired as an Assistant Professor in Public Health

Required Qualifications: Earned research- or practice-based doctorate (PhD, DrPH, EdD, or other comparable degree); ABD candidates considered. If ABD, candidate must earn doctorate by end of first year of appointment. All candidates are required to have a graduate degree (master's or doctorate) in public health with an emphasis on public health management/leadership or health informatics; Evidence of the ability to teach effectively at the university level and to engage in meaningful scholarship,

including peer-reviewed publications and grant funded activities; Evidence of capability for successful grant acquisition; Excellent oral and written communication skills.

Preferred Qualifications: Evidence of management and leadership and/or health informatics scholarship (i.e., publications, grants, presentations); Expertise in any of the following areas: Strategic Planning, Leadership & HR Management, Health Services Administration, Healthcare Finance, and/or Healthcare Delivery Systems; Teaching experience at the undergraduate or graduate level; Experience with integrating technology into teaching and/or facilitating on-line instruction.

Applicants: 10

Two (2) White males, three (3) White females, two (2) Black males, one (1) AAIANHNPI male, one (1) AAIANHNPI female and one (1) two or more races male

Applicants Rejected: 4

One (1) White male, one (1) White female, one (1) AAIANHNPI male, and one (1) two or more races male

Explanation for Goal Applicants rejected:

One (1) White male did not have the required earned research or practice-based doctorate.

Interviewed: 6

One (1) White male, two (2) White females, two (2) Black males and one (1) AAIANHNPI female

The selected White female candidate met the required and preferred qualifications. She had used integrated technology and facilitated her presentation showing her experience with both health services administration and strategic planning. The students asked a variety of questions and were able to follow through on her directions and delivery. She has grant writing and administration experience and has many publications related to public health. She also has taught undergraduate and graduate level course.

One (1) White male and one (1) Black male's presentation showed that they only had a limited amount of teaching by the techniques and on-line teaching technology used. Students did not stay engaged in both presentations and it took several attempts to give them the student activity and they did not stay within the allowed timeframe.

One (1) Black male indicated in the interview that he did not have directly related experience in management and leadership and/or health informatics scholarship experience. This information was included on his application materials.

22. <u>Assistant Professor Social Work</u> Specialization(s): MSW & DSW Equity/Social Mobility

One (1) White Female was hired as an Assistant Professor in Social Work

Required Qualifications: MSW from a CSWE accredited program; Doctoral degree in social work or a related field; ABD candidates considered. If ABD, candidate must provide evidence of earned doctorate by the time of appointment; Demonstrated potential for excellence in teaching; Demonstrated capacity to produce peer-reviewed scholarship; Expertise in social welfare policy, with a focus on poverty and economic inequality; Practice experience in public assistance programs and policies or related area of social work policy practice; A minimum of two years post-MSW practice experience.

Preferred Qualifications: Two or more years of experience teaching social work at the undergraduate or graduate level; Demonstrated record of scholarship; Evidence of capability for successful grant acquisition; Policy and/or community practice experience; LMSW or equivalent social work license.

Applicants: 13

Two (2) White males, five (5) White females, one (1) Black female, one (1) Hispanic female, two (2) AAIANHNPI males, one (1) AAIANHNPI female, and one (1) Unknown female

Applicants Rejected: 6

Two (2) White males, one (1) White female, one (1) Black female, one (1) AAIANHNPI male, and one (1) Unknown female

Explanation for Goal Applicants rejected:

One (1) White male and one (1) Black female did not submit the complete application paperwork. They were both missing letters of reference.

One (1) White male did not have the required degree.

Interviewed: 7

Four (4) White females, one (1) Hispanic female, one (1) AAIANHNPI male, and one (1) AAIANHNPI female

The selected White female candidate met the required and preferred qualifications. She had experience teaching bachelors, masters and doctoral program classes. She developed and taught community practice, theory, research and different types of elective courses. She talked about social justice programs by using intercultural training modules to teach social work students about cultural humility and structural competency. She did highlight her writing strategies and practices during her presentation and through her interview. She also demonstrated her commitment to oppressive pedagogy as evidenced by use of pedagogical strategies that included responsibility to address microaggressions.

One (1) Hispanic female's presentation was disjointed and hard for the students to follow. She attempted to do too much for the allotted timeframe and overwhelmed the students with too many handouts without providing direction. She took time to have students write their names on name cards but never called the students by their names through the

presentation. She also did not have community practice experience and did not have many peer-reviewed publications to talk about through the interview.

Coach

Hiring Goals: 1WM,1BM, 1BF, 1AAIANHNPIM

Hired: 2WM

1. Assistant Football Coach

A goal was met with the hire of a White male Assistant Football Coach

Required Qualifications: An earned bachelor's degree preferred for coaches and a minimum of two (2) years of appropriate professional level experience. Commitment in following the letter and spirit of NCAA, Conference and University rules and regulations. Ability to effectively work with a diverse population of student athletes and coaches in a cultural climate that celebrates diversity.

Applicants: 74

Fifty-five (55) White males, sixteen (16) Black males, one (1) Hispanic male, one (1) AAIANHNPI male, and one (1) Unknown male

Applicants Rejected: 66

Fifty (50) White males, fourteen (14) Black males, one (1) Hispanic male, and one (1) Unknown male

Interviewed: 8

Five (5) White males, two (2) Black males and one (1) AAIANHNPI male

The selected White male goal candidate met the required and preferred qualifications. He had Head Coach and Defensive Coordinator experience. He had experience coaching, recruiting, fundraising, off-season training, assisting with administrative duties, academic oversight and community engagement activities. He also worked with and had hands on experience dealing with the NCAA, Northeast 10 Division and University regulations.

2. Head Coach Women's Gymnastics

A goal for White male was previously met

Required Qualifications: An earned master's degree, preferred for coaches and five (5) years of appropriate professional level experience. Commitment to following the letter and spirit of the NCAA, conference and university rules and regulations. Ability to effectively work with a diverse population of student athletes and coaches in a cultural climate that celebrates diversity.

Applied: 18

Ten (10) White males and eight (8) White females

Applicants Rejected: 7

Two (2) White males and five (5) White females

Interviewed: 11

Eight (8) White males and three (3) White females

The selected White male candidate met the required and preferred qualifications. He had leadership experience for all aspects of the Women's Gymnastics Program. He had knowledge of compliance with NCAA, ECAC and University regulations. He also had experience evaluating and recruiting academically prepared students by detailing examples of doing this at another university. He also had experience arranging all aspects of scheduling and team travel. He also had fiscal responsibility for his department's budget. He had supervision experience managing assistant coaches and staff. He also described his experience working effectively with diverse student athletes and coaches.

Professional Non-faculty

Professional Non-faculty

Hiring goals: 9WM, 8BF, 7HM, 4 HF, 2 AAIANHNPIM, 7 AAIANHNPIF

Hired: 3WM, 7WF, 3BF,1HM, 2HF, 3 AAIANHNPIF

For most positions, there is a ten-day period in which union members at the four CSU campuses are eligible to apply for promotional positions as per the CSU-SUOAF collective bargaining agreement. One position was filled in the initial ten-day period and not opened outside the union. Job openings were advertised both in print ad and electronic media. Job openings were posted on Southern Connecticut State University's and Department of Administrative Services (DAS) web pages, the New Haven Register, Hartford Courant, Chronicle of Higher Education, Higher Ed. Jobs and several association websites and list serves.

1 to 3. Assistant Director of Academic Advising, Administrator III (3 positions)

A goal was met with the hire of one (1) White male and one (1) Black female as an Assistant Director of Academic Advising

QUALIFICATIONS: Required qualifications include: master's degree in student affairs, student development, counseling, education, or related field and a minimum of three years of full-time experience providing educational and/or personal support to college students; working knowledge of student development theory and best practices in academic advising; direct experience working successfully with diverse populations, demonstrating multicultural awareness and a clear passion for working at a university with a mission of social justice; strong ability to communicate orally and in writing; ability to be creative and develop innovative academic support programming; experience using technological tools to support student success or willingness to learn; demonstrated effectiveness at independently managing projects

and working collaboratively as a member of a team; and, strong interpersonal skills and capacity for building partnerships across campus.

Preferred qualifications include: prior experience in an academic advising role or work that includes knowing curricular requirements, having significant faculty interaction, and/or supporting students who have been academically unsuccessful; knowledge of academic disciplines in the neighborhood departments (e.g., STEM, business, arts and humanities, etc.); ability to multitask in a fast-paced, dynamic environment; ability to generate reports and use data to inform decision making and engage in evidence-based practice; and, supervision of student employees. These qualifications may be waived for individuals with an equivalent combination of education, training and experience.

Applicants: 141

Twenty-five (25) White males, eighty-six (86) White females, seven (7) Black males, twelve (12) Black females, four (4) Hispanic females, four (4) AAIANHNPI females, one (1) Unknown male and two (2) Unknown females

Applicants Rejected: 121

Twenty (20) White males, seventy-four (74) White females, five (5) Black males, eleven (11) Black females, four (4) Hispanic females, four (4) AAIANHNPI females, one (1) Unknown male and two (2) Unknown females

Explanation for Goal Applicants rejected:

Eight (8) White males, three (3) Black females, two (2) Hispanic females and one (1) AAIANHNPI female did not submit the complete application paperwork and either omitted the required cover letter or the references.

Ten (10) White males, five (5) Black females, two (2) Hispanic females and three (3) AAIANHNPI females did not have the required three (3) years of full-time experience providing educational and/or personal support to college students.

Two (2) White males and three (3) Black females did not have the required master's degree in student affairs, student development, counseling, education, or related field.

Interviewed: 20

Five (5) White males, twelve (12) White females, two (2) Black males, and one (1) Black female

The selected White male goal candidate met the required and preferred qualifications. He had presented creative and analytical ideas that he has instituted at his present campus. He had direct experience working successfully with diverse populations, and he was able to present and demonstrate his knowledge of multicultural awareness and social justice initiatives. He collaborated with many departments to develop, maintain and utilize academic advising materials and tools to support students. He communicated his student-centered approach and gave detailed examples of his experience.

The selected White female candidate met the required and preferred qualifications. She had experience working with diverse populations and articulated her commitment to social justice and diversity. She presented information on how she works closely with faculty to navigate relationships to help students. She had student advising experience and developed and implemented initiatives to support students who are struggling academically. She assists them to explore alternatives to help them stay on track. She spoke about her organization skills and computer expertise and how she works with databases and computerized software to track student advising.

The selected Black female goal candidate met the required and preferred qualifications. She provided information of how she understands the importance to create relationships with faculty to help assist the students to navigate through each barrier or semester. She had brought up how technology tools helped her to support the broader academic advising initiatives and worked closely with each department to have students stay on track for academic success. She gave examples of her knowledge advising undergraduate students to explore major option, understand academic requirements, policies, procedures, and to utilize university resources.

Two (2) White males did not present all the experience they had related to academic advising and working closely with students. They did not provide information to the search committee members to show that they had this type of directly related experience when responding to any of the interview questions.

One (1) White male expressed his interest to work from home by teleworking and it was explained to him that this position required direct student contact and this position was not able to be performed from working through a virtual platform.

One (1) White male did not have actual direct academic advising experience as it was listed on his application paperwork. He indicated he did not have that type of experience and was not able to answer several questions directed related to the duties of this position.

4 to 6. Residence Hall Director Admin II (3 positions)

A goal was met with the hire of one (1) Black female, one (1) Hispanic male and one (1) Hispanic female as a Residence Hall Director

QUALIFICATIONS: A bachelor's degree is required; a master's degree in Student Personnel, Student Affairs, or Higher Education is preferred. Previous successful experiences supervising university residence hall undergraduate staff is preferred. Experience developing residence hall communities, providing educational and personal support for students, responding to student concerns and behaviors, advising student organizations, facility and administrative management, and participation in department initiatives and campus life is preferred. The position requires excellent written and verbal communication, organization, and problem-solving skills. Individuals who can work in a continuously changing organization and

are highly motivated are best suited for this position. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 63

Twenty (20) White males, twenty-seven (27) White females, three (3) Black males, four (4) Black females, two (2) Hispanic males, four (4) Hispanic females, one (1) AAIANHNPI female, one (1) Unknown male, and one (1) Unknown female

Applicants Rejected: 45

Fourteen (14) White males, twenty-two (22) White females, two (2) Black males, two (2) Black females, one (1) Hispanic male, two (2) Hispanic females, one (1) Unknown male, and one (1) Unknown female

Interviewed: 18

Six (6) White males, five (5) White females, one (1) Black male, two (2) Black females, one (1) Hispanic male, two (2) Hispanic females, one (1) AAIANHNPI female

The selected Black female goal candidate met the required and preferred qualifications. She had residence hall and life experience at a large university and after she graduated served in a director role and she supervised RA staff. She had experience helping students and providing personal support and dealt with student complaints and problems. She also worked with facility and administrative management staff to handle student requests and fix housing problems.

The selected Hispanic male goal candidate met the required and preferred qualifications. He had experience dealing with difficult student situations, conflicts and complaints. He provided examples of his style to listen and have difficult conversations with students, faculty and staff. He also had supported LGBTQ and minority students and worked closely with other student organizations that supported diversity and inclusion. He was a supervisor in his last position and supervised RA staff.

The selected Hispanic female goal candidate met the required and preferred qualifications. She had experience promoting student academic success and providing effective leadership for a diverse student body. She had student conduct experience and handled all types of student concerns and complaints. She also had experience with administrative and programmatic areas to oversee residential student areas. She recently has been working closely with social justice, diversity and accessibility education and initiatives related to helping students.

7. Assistant Director of Educational Services Admin III

A goal was met with the hire of one (1) Hispanic female as an Assistant Director of Educational Services

QUALIFICATIONS: A bachelor's degree required. Three years' experience working with college-age students in an academic or student services role or experience as a professional PK - 12 educator/administrator required. Demonstrated experience in using Microsoft Web-based data management systems and knowledge of Banner and Tk20 by Watermark experience preferred. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 107

Fourteen (14) White males, sixty-six (66) White females, one (1) Black male, eight (8) Black females, two (2) Hispanic males, nine (9) Hispanic females, two (2) Unknown males and five (5) Unknown females.

Applicants Rejected: 95

Fourteen (14) White males, fifty-six (56) White females, one (1) Black male, eight (8) Black females, two (2) Hispanic males, seven (7) Hispanic females, two (2) Unknown males and five (5) Unknown females.

Interviewed: 12

Ten (10) White females and two (2) Hispanic females

The selected Hispanic female goal candidate met the required and preferred qualifications. She had experience supporting the educational and development needs of teacher education candidates and provided student support to undergraduate and graduate students. She had experience identifying students support or access to university resources that met their needs or helped the situation. She provided details of her knowledge with computers, web-based data management systems and the Banner system.

8. Client Infrastructure Manager Administrator V

A goal was met with the hire of one (1) White male as a Client Infrastructure Manager

QUALIFICATIONS: B.S. degree in Computer Science or related area. Advanced degree preferred. Minimum five (5) years of successful experience with responsibilities involving direct management and administration of client infrastructure in an enterprise multi-platform environment. Experience supervising full-time professional staff. Ability to motivate team members and to work effectively as part of a team. A strong work ethic is required. Proven hands-on experience with IP Networking and multiple security technologies. Proficient in Server and Client operating systems, Software Applications (Office, Outlook/Exchange, etc.) and mobile computing devices. Strong experience with Microsoft technologies including Active Directory, Exchange, ILM, SharePoint, etc. Experience in the installation and support of production environments utilizing client software deployment tools (e.g., Altiris, Microsoft SCCM, etc.) Knowledge of virtualization technologies. Ability to assess, review and recommend new technologies in support of organization goals.

Demonstrated knowledge of IT operation processes including client security controls, incident management, asset management, configuration management, and change management, Excellent customer service and communication skills. Ability to work with people of various backgrounds and on all levels of technical knowledge. Strong organizational, analytical and problem-solving skills. Strong project management capabilities including project planning, resource management (including third party resources), time estimation and execution. Ability to take ownership and manage small to mid-size projects from start to completion. These qualifications may be waived for individuals with an equivalent combination of education, training and experience.

Applicants: 52

Forty-two (42) White males, five (5) White females, four (4) Unknown males and one (1) Unknown female

Applicants Rejected: 47

Thirty-seven (37) White males, five (5) White females, four (4) Unknown males and one (1) Unknown female

Interviewed: 5

Five (5) White males

The selected White male goal candidate met the required and preferred qualifications. He had advanced technical experience and had supervised a team of professional and student workers. He had project management experience that required skills that included analysis, planning, testing and managing problems through the implementation. He participated in his organization's disaster recovery and emergency response implementation and assisted in developing security policies and procedures. He researched and recommended new hardware, works directly with vendors and technical support personnel on equipment, software purchases and maintenance contracts. He also deploys software tools for client computing devices.

9. Programmer Specialist Admin IV

A goal was met with the hire of one (1) White male as a Programmer Specialist

QUALIFICATIONS: Bachelor's degree in Computer Science, Mathematics or a related area, and four or more years of professional experience in applications programming with demonstrated knowledge of Java, JavaScript, Groovy, Grails application framework and XML. Working knowledge of Oracle development tools including Oracle APEX and PL/ SQL (with the ability to construct complex SQL statements). Familiarity with Ellucian Banner SIS data. Master's degree preferred. Ability to meet requirements of skill set. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 9

Three (3) White males, three (3) White females, one (1) Hispanic male, one (1) Unknown male and one (1) Unknown

Applicants Rejected: 5

One (1) White male, one (1) White female, one (1) Hispanic male, one (1) Unknown male and one (1) Unknown unknown

Interviewed: 4

Two (2) White males, and two (2) White females

The selected White male goal candidate met the required and preferred qualifications. He had a programming background and database experience. He used many types of programs including JAVA, XML, Groovy, Grails application framework. He also was a certified Oracle developer and has used Oracle APEX and PL/SQL tools.

10. Assistant Director of Annual Giving- Administrator III

A goal was met with the hire of one (1) Black female as an Assistant Director of Annual Giving

QUALIFICATIONS: Bachelor's degree and three years' experience in Higher Education or nonprofit organization required. Experience in institutional development and alumni relations preferred. Familiarity with Raisers Edge, other fundraising and nonprofit software is considered a plus. An equivalent combination of credentials and/or experience may also be considered.

Applicants: 83

Eight (8) White males, forty-five (45) White females, three (3) Black males, three (3) Black females, two (2) Hispanic females, one (1) AAIANHNPI male, two (2) AAIANHNPI females, twelve (12) Unknown males and seven (7) Unknown females

Applicants Rejected: 80

Eight (8) White males, forty-three (43) White females, three (3) Black males, two (2) Black females, two (2) Hispanic females, one (1) AAIANHNPI male, two (2) AAIANHNPI females, twelve (12) Unknown males and seven (7) Unknown females

Interviewed: 3

Two (2) White females and one (1) Black female

The selected Black female goal candidate met the required and preferred qualifications. She had a lead fundraising role at another Connecticut university. She was directly responsible for the campuses institutional development program and worked with the foundation and members of the Board of Trustees. She had worked with all levels of administration, leadership, management, faculty, staff and community members. She also had good organizational and analytical skills and computer software experience.

11. <u>Associate Director – Student Health Services Administrator IV</u>

A goal was met with the hire of one (1) AAIANHNPI female as an Associate Director – Student Health Services

QUALIFICATIONS: B.S.N. plus four years of nursing experience demonstrating ability to relate effectively to students and staff and to supervise the other members of a health care team. Current license to practice professional nursing in Connecticut. Master's degree preferred or Nurse Practitioner in appropriate specialty. Experience with young adults desirable. Candidates lacking the B.S.N. may be considered in the case of appropriate experience.

Applicants: 53

Seven (7) White males, thirty-six (36) White females, one (1) Black male, three (3) Black females, two (2) Hispanic females, one (1) AAIANHNPI female, two (2) Unknown males and one (1) Unknown female

Applicants Rejected: 42

Seven (7) White males, twenty-seven (27) White females, one (1) Black male, two (2) Black females, two (2) Hispanic females, two (2) Unknown males and one (1) Unknown female

Interviewed: 11

Nine (9) White females, one (1) Black female, and one (1) AAIANHNPI female

The selected AAIANHNPI female goal candidate met the required and preferred qualifications. She had college health experience and worked directly with practitioners and healthcare staff in all capacities. She has leadership, management and administrative experience. She had assessment and data collection experience and an understanding of various medical software platforms. She provided a few examples of her direct experience with student health and mental health needs.

12. <u>Director of Communication Disorders Clinical Education</u>, Administrator VI

A goal was met with the hire of one (1) AAIANHNPI female as a Director of Communication Disorders

QUALIFICATIONS: Required qualifications include Master's Degree in Speech-Language Pathology and/or Audiology from an accredited college or university; Certificate of Clinical Competence from the American Speech-Language-Hearing Association; Connecticut Health Department license (or eligibility); Eight years' experience in clinical practice; Five years' experience in clinical education of graduate students in speech-language pathology and/or audiology; Five years of administrative experience in coordinating and/or directing a speech-language pathology or

audiology clinical service facility, unit or program; Administrative experience, including but not limited to, hiring, supervision and evaluation of employees, operational budgeting and analyses, and billing; Excellent organizational skills and experience with developing business relationships, marketing, and strategic planning; Excellent oral and written communication skills; Excellent computer literacy skills for clinical administrative purposes.

Preferred qualifications include demonstrated interprofessional collaboration; experience with strategic planning, experience with project management; experience with clinic facility design, renovation, and/or expansion. These qualifications may be waived for individuals with an equivalent combination of education, training, and experience.

Applicants: 5

One (1) White female, one (1) Black female, one (1) AAIANHNPI female, and two (2) Unknown females

Applicants Rejected: 2

Two (2) Unknown females

Interviewed: 3

One (1) White female, one (1) Black female, and one (1) AAIANHNPI female

The selected AAIANHNPI female goal candidate met the required and preferred qualifications. She had leadership, business management and clinical education experience. She ran a large private practice and had experience complying with county and state regulations and dealt with HIPPA requirements. She had experience with generating and implementing business plans and strategic planning. She provided detailed examples of her ability to deal with flexibility, initiative and ability to find creative solutions to successfully solve complex problems. She also had budgeting and financial planning experience and used financial software systems. She also had experience with collaboration between academic faculty, clinical instructors and administrators.

13. Assistant Director of Healthcare Studies Advisement, Administrator III

A goal was met with the hire of one (1) AAIANHNPI female as an Assistant Director of Healthcare Studies Advisement

QUALIFICATIONS: Required qualifications include master's degree in student affairs, social work, counseling, education, student development, or human services related field and a minimum of three years of experience providing educational support through academic advising or other student support services. Direct experience working successfully with diverse populations; strong ability to communicate orally and in writing; demonstrate effectiveness to be creative and develop innovative academic support programming; experience using technological

tools to support student success or willingness to learn; demonstrated effectiveness at independently managing projects and working collaboratively as a member of a team; and, strong interpersonal skills and capacity for building partnerships across campus.

Preferred qualifications include prior experience in an academic advising role at a college or university or work that includes knowing curricular requirements; having significant faculty interaction; knowledge of academic disciplines within HHS; ability to multitask in a fast-paced, dynamic environment; ability to generate reports and use data to inform decision making and engage in evidence- based practice; and supervision of student employees. These qualifications may be waived for individuals with an equivalent combination of education, training, and experience.

Applicants: 46

Six (6) White males, twenty-six (26) White females, three (3) Black males, one (1) Black female, three (3) Hispanic females, one (1) AAIANHNPI female, two (2) Unknown males and four (4) Unknown females

Applicants Rejected: 35

Five (5) White males, nineteen (19) White females, three (3) Black males, one (1) Black female, one (1) Hispanic female, two (2) Unknown males and four (4) Unknown females

Explanation for Goal Applicants rejected:

Four (4) White males, and one (1) Hispanic female did not have the required three (3) years of experience providing educational support through academic advising or other student support services.

One (1) Black female did not submit a complete application package and was missing the required resume.

One (1) White male did not submit a complete application package and did not submit the required cover letter and references.

Interviewed: 11

One (1) White male, seven (7) White females, two (2) Hispanic females and one (1) AAIANHNPI female

The selected AAIANHNPI female goal candidate met the required and preferred qualifications. She had direct experience working with the student population and worked with 1st year students. She had computer technology experience and worked with a variety of different types of software programs to create and generate reports and maintain databases. She also served as a present faculty member at another university and worked closely with her students regarding advisement, retention, student support and mentoring.

One (1) White male did not provide a response to a question asked regarding his ability to pay attention to details which is a large part of this position. He also did not provide details or examples of his knowledge or experience working with 1st year

students. He stated he did not understand the context of the question. This position would serve this population of students each semester.

One (1) Hispanic female stated she prefers to work independently in her response on several questions including the question regarding participating in a team and how she would do working on team related projects.

One (1) Hispanic female did not provide any information or details about her experience working with diverse students or 1st year students. She also did not work with any technology tools or platforms used and indicated that she could learn with some training. Her resume indicated she had worked with some technology, but she did not indicate that she had worked with any related software programs during in the interview.

14. Prevention Outreach and Care Coordinator, Administrator IV

One (1) White Female was hired as a Prevention Outreach and Care Coordinator

QUALIFICATIONS: Master's degree in clinical or counseling psychology, social work, counseling, marriage and family therapy, or related field and four years of counseling experience or related experience required. Doctoral degree preferred. Currently licensed as a mental health provider by the State of Connecticut or license eligible within 12 months. Demonstrated competence in providing prevention outreach, continuity of care, case management, and referral support. Preferred qualifications include: experience with and a commitment to social justice issues, including but not limited to, providing services for college students who are racial minorities, first-generation, international, LGBTQIA, and/or who have disabilities; Spanish speaking; experience providing psychological services in a university counseling center; experience providing training and clinical supervision to graduate interns; experience and skills with use of technology to enhance services and for electronic record keeping, scheduling and data collection; outstanding interpersonal skills demonstrated in speaking, listening, and writing. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 34

Twenty-three (23) White females, one (1) Black male, eight (8) Black females, one (1) Hispanic female, and one (1) Unknown female

Applicants Rejected: 30

Nineteen (19) White females, one (1) Black male, eight (8) Black females, one (1) Hispanic female, and one (1) Unknown female

Explanation for Goal Applicants rejected:

Four (4) Black females did not have the required master's degree in clinical or counseling psychology, social work, counseling, marriage and family therapy, or related field.

Four (4) Black females and one (1) Hispanic female did not have the required four (4) years of counseling or related experience.

Interviewed: 4

Four (4) White females

The selected White female candidate met the required and preferred qualifications. She had experience teaching college students, graduate interns and had also worked as a Counselor. She had experience maintaining and coordinating the department's referral database and maintained relationships with community and outside providers. She had done outreach and education programming. She had experience serving as an advocate for the students' wellness needs. She also had case management experience and handled referrals regarding insurance, financial, transportation limitations and a variety of other student concerns and issues.

15. Customer Support Center Lead Administrator III One (1) White Female was hired as a Customer Support Center Lead Administrator III

QUALIFICATIONS: Bachelor's degree and three years of professional experience in a help desk or customer service environment in a large technical organization. Experience with networking and/or PC applications is required. Excellent communication and customer service skills. Experience with Customer Support Center Software is required. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 51

Twenty-two (22) White males, thirteen (13) White females, two (2) Black males, four (4) Black females, two (2) Hispanic males, one (1) AAIANHNPI male, one (1) AAIANHNPI female, four (4) Unknown males and two (2) Unknown females

Applicants Rejected: 48

Twenty-one (21) White males, twelve (12) White females, two (2) Black males, four (4) Black females, one (1) Hispanic male, one (1) AAIANHNPI male, one (1) AAIANHNPI female, four (4) Unknown males and two (2) Unknown females

Explanation for Goal Applicants rejected:

Thirteen (13) White males, three (3) Black females and one (1) AAIANHNPI female did not submit a complete application package and omitted either the required cover letter or references.

Three (3) White males and one (1) AAIANHNPI male applied after the closing date.

Five (5) White males, one (1) Black female and one (1) Hispanic male did not have the required three (3) years of professional experience in a help desk or customer service environment in a large technical organization and experience with networking and/or PC applications.

Interviewed: 3

One (1) White male, one (1) White female and one (1) Hispanic male

The selected White female candidate met the required and preferred qualifications. She had experience leading and supervising a customer support center and a help desk. She had installed hardware and software and performed regular systems updates. Her work background included troubleshooting computer problems. She also had customer service experience to explain complicated IT and computer problems in an easier and user friendly way for everyone to understand.

One (1) White male withdrew from consideration after the interview process because of the salary.

One (1) Hispanic male was not able to explain or provide examples of how his related experience and technical skills can assist him to do the responsibilities of this position. During the interview, he was not able to answer some of the technical aspects and the customer services requirements of the position.

16. <u>Disability Specialist/ Disability Resource Center Admin. III</u>

One (1) White Female was hired as a Disability Specialist

QUALIFICATIONS: A Master's degree in education or related field is required (school/educational psychology, learning disabilities, counseling or special education) and two years' experience working with students with disabilities in an educational setting. Also required is demonstrated expertise in interpreting diagnostic assessments and in understanding the implications of behaviors elicited by learning, attentional and psychological disabilities. Additional requirements include strong communication skills for effective oral and written communication with students, faculty and parents; excellent organizational, interpersonal and problem-solving skills, demonstrated ability to use computers/software, and a proven ability to work independently as well as with a team. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 35

Seven (7) White males, twenty-six (26) White females, one (1) Black male, one Unknown female

Applicants Rejected: 31

Seven (7) White males, twenty-three (23) White females, and one (1) Unknown female

Explanation for Goal Applicants rejected:

Four (4) White males did not submit a complete application package and omitted either the required cover letter or references.

Three (3) White males did not have the required master's degree in education or related field is required (school/educational psychology, learning disabilities, counseling or special education).

Interviewed: 4

Three (3) White females and one (1) Black male

The selected White female candidate met the required and preferred qualifications. She had worked in a Disability Resource Center at another higher education institution. She had experience managing the department and supervising student workers and professional staff. She also had a few volunteers that she trained to assist at the front desk. She talked about her experience in the disability specialist field assisting students with their accommodations or assistance with schedules or obtaining proper assistive technology equipment for them to use. She indicated that she provided support services to students and assist in identifying resources and technology that the students needed. She also worked with all levels of administration, students, parents and members of the community.

17. <u>Business Analyst, SCSU Foundation, Administrator III</u> One (1) White Female was hired as a Business Analyst

QUALIFICATIONS: Required: Bachelor's degree required (Accounting/Finance/Business major preferred). Minimum of three years' experience in accounting or a fiscal or business office. Excellent computer and mathematical abilities. Demonstrated ability to establish office systems and procedures; work effectively with students, faculty and external constituents to exercise sound judgement to simultaneously manage multiple tasks and to analyze problems and recommend effective solutions. Demonstrated ability to maintain confidentiality requirements associated with all business matters of the Foundation and University.

Preferred: Experience using Raiser's Edge or a similar donor database; Financial Edge or a similar accounting system; and donation platform software such as iDonate, Greater giving, Online Express, etc. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 11

Two (2) White males, five (5) White females, two (2) Black females, one (1) AAIANHNPI female, and one (1) Unknown male

Applicants Rejected: 8

Two (2) White males, three (3) White females, two (2) Black females, and one (1) Unknown male

Explanation for Goal Applicants rejected:

Two (2) White males and two (2) Black females did not have the required three years' experience in accounting or a fiscal or business office.

Interviewed: 3

Two (2) White females and one (1) AAIANHNPI female

The selected White female candidate met the required and preferred qualifications. She had direct work experience handling accounting and fiscal responsibilities in a Business Office. She was responsible for creating monthly and annual financial reports and used iDonate, Financial Edge and CORE-CT financial modules. During her interview, she talked about her experience maintaining confidentiality working closely with auditors, department budgets and financial records. She also provided examples relating to her experience handling complaints, analyzing problems relating to business records, audits and she made recommendations and solutions to her director.

One (1) AAIANHNPI female withdrew from consideration after the interview because she accepted another position.

18. <u>Director of Community Alliance for Research and Engagement (CARE)</u> <u>Administrator V</u>

One (1) White Female was hired as a Director of Community Alliance for Research and Engagement

QUALIFICATIONS: Required: Master's Degree in public health, social work, or other related discipline. Minimum of 5 years of experience with administrating community-based research and community engaged programming at the Director or Assistant Director level which would include a minimum of 5 years of experience with supervising staff. Demonstrated ability to engage and collaborate with agency partners and residents. Demonstrated success with community organizing and advocacy. Experience with seeking and securing external funding. Record of successful dissemination and publication of research and programs. Demonstrated cultural competence and knowledge of social determinants of health.

Preferred: Strong communication skills: must be able to transmit information effectively and professionally in both oral and printed communications. Experience working with technology-based applications and communication systems. Knowledge of New Haven communities and health issues that impact residents. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 7

Five (5) White females, one (1) Black male, and one (1) Black female Applicants Rejected: 4

Two (2) White females, one (1) Black male, and one (1) Black female

Explanation for Goal Applicants rejected:

One (1) Black female did not have the required minimum of five (5) years of experience with administrating community-based research and community engaged programming at the Director or Assistant Director level which would include a minimum of five (5) years of experience with supervising staff.

Interviewed: 3

Three (3) White females

The selected White female candidate met the required and preferred qualifications. She had worked as a supervisor and had grant management and grant writing experience. She explained in detail her research and community engaged programming work. She also had worked to lead and develop communities to build community engagement efforts. She has worked directly with diverse and disabled students. She also worked on social justice and cultural competency programs.

19. Coordinator of University Construction & Facilities Management Admin V

One (1) White Female was hired as a Coordinator of University Construction & Facilities Management

QUALIFICATIONS: Bachelor's Degree in architectural, construction management, civil or architectural engineering or related filed; At least 5 years' experience with facilities design, renovation, planning and construction. Knowledge and ability to utilize AutoCAD, Ability to work and communicate effectively with diverse academic and administrative units. Experience with Revit preferred.

Applicants: 15

Four (4) White males, nine (9) White females, one (1) Black female, and one (1) Hispanic female

Applicants Rejected: 12

Four (4) White males, six (6) White females, one (1) Black female, and one (1) Hispanic female

Explanation for Goal Applicants rejected:

Two (2) White males and one (1) Hispanic female did not have the required bachelor's degree in architectural, construction management, civil or architectural engineering or related field.

Two (2) White males and one (1) Black female did not have the required five (5) years' experience with facilities design, renovation, planning and construction.

Interviewed: 3

Three (3) White females

The selected White female candidate met the required and preferred qualifications. She had presented her projects showing how she managed projects from the development of the space program through the development of the design, drawings and specifications. She also discussed her project management approach, construction administration and project closeout experience. Her two projects ranged from \$10,000 to \$500,000. She had ten (10) years of experience with the Computer Aided Design (CAD) drafting to communication design intent and construction documents to bid the projects. She produced three-dimensional images using CAD. She meets with contractors and vendors and understands space needs and developed designs and worked with construction teams to oversee the projects. She also spoke about completing projects within the timeframe established and the types of problems that can come with delays, damaged materials and additional funding when things are not estimated or budgeted properly.

CLASSIFIED HIRES

All openings were first run through the state layoff SEBAC list. Once the layoff list was exhausted, positions were posted to union members within the statewide AFL-CIO administrative clerical (NP-3) bargaining unit to apply for promotional or lateral positions and then they are advertised externally. Positions are placed on the DAS website and the New Haven Register. Due to statewide hiring freeze there were limited job openings.

Category 4

Secretarial/Clerical Varied

Hiring goals: 5WF, 1HM, 2HF

Hires: None

Secretarial/ Secretary 2

Hiring goals:1WM, 3HF, 1 AAIANHPI F

Hires: None

Secretarial/Office Assistant

Hiring goals: 7WF

Hires: None

Category 5

Technical Paraprofessional

Hiring goals: 1WF, 1HF

Hires: None

Category 6
Skilled Craft

Hiring goals: 1BF, 4HM, 2HF, 1AAIANHNPIM

Hires: None

Category 7 Maintenance

Maintenance-Varied

Hiring goals: 3WM, 1WF, 1HM, 1 AAIANHPI M

Hires: None

Maintenance Custodians

Hiring goals: 7WF, 8HM, 9HF

Hires: 4BM, 1HM

A goal was met with the hire of one (1) Hispanic male as a Custodian

MINIMUM QUALIFICATIONS REQUIRED: Any experience and training which would provide the knowledge, skills and abilities that include some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some ability in simple record keeping.

PREFFERRED QUALIFICATIONS: Preference will be given to applicants with professional experience in buffing floors and using Tennant machine.

Applicants: 443

Eighty (80) White males, eleven (11) White females, one hundred sixty-seven (167) Black males, ninety-eight (98) Black females, forty-eight (48) Hispanic males, two (2) AAIANHPI females, twenty-three (23) Unknown males, thirteen (13) Unknown females and one (1) Unknown unknown

Applicants Rejected: 395

Seventy-four (74) White males, nine (9) White females, one hundred forty-one (141) Black males, ninety-three (93) Black females, forty-two (42) Hispanic males, two (2) AAIANHPI females, twenty (20) Unknown males, thirteen (13) Unknown females and one (1) Unknown unknown

Explanation for Goal Applicants rejected:

Nine (9) White females and forty-two (42) Hispanic males did not meet the preferred qualifications. They all responded "no" to one or more of the following referral questions:

- 1. Are you a current State employee?
- 2. If you answered yes to the previous question, please indicate your current State of Connecticut job title. If you answered no, please indicate N/A.
- 3. Do you have professional experience cleaning floors?
- 4. If you answered yes to the previous question, please explain your professional experience buffing floors. If you answered no, please indicate N/A.
- 5. Do you have experience using a Tennant machine?
- 6. If you answered yes to the previous question, please explain your experience using a Tennant machine. If you answered no, please indicate N/A.
- 7. Are you available to work 1st shift 6:00am 2:00pm, Monday-Friday?
- 8. Are you available to work 2nd shift 2:00pm 10:00pm, Monday-Friday?
- 9. Are you available to work 3rdt shift 10:00pm 6:00am, Monday-Friday?

Interviewed: 48

Six (6) White males, two (2) White females, twenty-six (26) Black males, five (5) Black females, six (6) Hispanic males, and three (3) Unknown males

The selected Hispanic male goal candidate met the required and preferred qualifications. He had four (4) years' experience working for ABM doing custodial work duties. One of his contracts was with the New Haven Public School system and he buffed and waxed the floors of the gym and classrooms. He had experience with large cleaning machines including the Tennant.

The selected Black male candidate met the required and preferred qualifications. He had 15 years of experience working at Yale New Haven Hospital. He had experience using Tennant machines to sweep and scrub using detergent and the vacuum system.

The selected Black male candidate met the required and preferred qualifications. He had worked at Walmart performing all types a janitorial work including buffing and waxing the store floors. He had used a Tennant machine to do all types of scrubbing, cleaning and vacuuming the floors.

The selected Black male candidate met the required and preferred qualifications. He had worked at Yale New Haven Hospital and was responsible for using the Tennant machine to buff and wax the hospital and office floors.

The selected Black male candidate met the required and preferred qualifications. He had worked for Yale University as a custodian working in Residential and Administrative offices. He had worked with Tennant machines and cleaned corridors and laboratory floors.

One (1) White female and one (1) Hispanic male did not explain their direct experience buffing floors and were not able to provide any details using the Tennant machine. Both of them stated they used this type of machine in another position.

One (1) White female and four (4) Hispanic males did not show up for the scheduled interview.

Category 7 Service

Protective Service

Hiring goals: 2WM, 1HF

Hires: 3WM 1BM

1. <u>-4. Police Officer</u>

A goal was met with the hire of two (2) White males as Police Officer.

ELIGIBILITY REQUIREMENTS: Candidates must have certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Police Officer Standards and Training Council. Note: Candidates with a pending certification status may be employed on a temporary basis pending recertification by the Police Officer Standards and Training Council.

MINIMUM QUALIFICATIONS REQUIRED: Knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control; knowledge of criminal law and court procedures. Incumbents in this class must possess and retain a valid Connecticut Motor Vehicle Operator license. Incumbents in this class may be required to obtain and maintain Emergency Medical Technician (EMT) certification. In addition to checking references and of facts stated in the application a thorough background investigation of each candidate may be made before persons are certified for permanent appointment. Must possess good health, be free from disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility and visual and auditory acuity to perform the duties of the class. A physical fitness assessment will be required of all applicants.

Applicants: 27

Twenty (20) White males, three (3) White females, one (1) Black male, one (1) Hispanic female and two (2) AAIANHNPI males

Applicants Rejected: 22

Seventeen (17) White males, three (3) White females, and two (2) AAIANHNPI males

Interviewed: 5

Three (3) White males, one (1) Black male, and one (1) Hispanic female

The selected White male goal candidate met the required qualifications. He retired from the New Haven Police Department after serving 23 years. He passed all phases of the background investigation and left the department in good standing.

The selected White male goal candidate met the required qualifications. He is a current Police Officer with the Hartford Police Department. He passed all phases of the background investigation and is good standing in his present position.

The selected White male candidate met the required qualifications. He is a current Police Officer with the West Haven Police Department. He passed all phases of the background investigation and is good standing in his present position.

The selected Black male candidate met the required qualifications. He was a recent retiree from the New Haven Police Department. He passed all phases of the background investigation and is good standing in his present position.

The White male goals were met.

The Hispanic female's answers to the interview questions were brief and she did not completely answer several questions regarding safety and security around campus or provide details from her present position.

PROMOTIONS

Category 1 Executive/Managerial

Promotion Goals: 1 AAIANHPI F

Promoted: None

Category 2 Faculty

In this category, promotions are governed by the AAUP Collective Bargaining Agreement (Article 4.11). The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the Department Chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract. The submitted materials are reviewed and evaluated by the DEC, the appropriate Dean, and the Promotion and Tenure Committee with each making a recommendation. This procedure for granting promotions is conducted on an annual basis.

Professor

Promotion Goals: 8WF, 3BF, 2HM, 2HF, 1 AAIANHNPI M

Promoted into category: 4WM, 7WF, 1BM and 1 HM, in accordance with union contract procedures.

Eight (8) goals were met with the promotions of 7WF and 1 HM.

Applicants: 15

Four (4) White males, eight (8) White females, two (2) Black males and one (1)

Hispanic male

Applicants Rejected: 2

One (1) White female and one (1) Black male

Interviewed:

All applicants were interviewed per promotion and tenure procedures

Promoted:

Four (4) White males, seven (7) White females, one (1) Black male and one (1) Hispanic male

Associate Professor

Promotion Goals: 6WF, 2BM, 2AAIANHNPIM

Promoted into category: Four (4) White males, fourteen (14) White females, one (1) Hispanic male, one (1) AAIANHNPI M and one (1) AAIANHNPI F, in accordance with union contract procedures.

Seven (7) goals were met with the promotions of six (6) White females and one (1) AAIANHNPI M.

Applicants: 23

Four (4) White males, fifteen (15) White females one (1) Hispanic male, two (2) AAIANHNPI males and one (1) AAIANHNPI female

Applicants Rejected: 2

One (1) White female and one (1) AAIANHNPI male

Interviewed:

All applicants were interviewed per promotion and tenure procedures

Promoted: 21

Four (4) White males, fourteen (14) White females, one (1) Hispanic male, one (1) AAIANHNPI male and one (1) AAIANHNPI female

Coach

Promotion Goals: None established Promoted within Category: None

Category 3 Professional Non-Faculty

Promotion Goals: None established

Promoted within Category: The following 3 promotions are all promotions within

the Professional Category 3. These do not result in accessions.

Per union contract, there is a ten-day period in which union members at the four CSU campuses are eligible to apply for positions as per the CSU-SUOAF collective bargaining agreement. This position was filled in the initial ten-day period and not opened outside the union

HR Associate to University Human Resources Administrator

2WF, BF

Two (2) White females and one (1) Black female were promoted from Human Resources Associate to University Human Resources Administrator during the reporting period. These employees were performing job duties at the higher level and were reclassified.

Category 4

Secretarial/Clerical Varied

Promotion Goals: 2WF, 1HF

Promotions into Category: None

Secretary 2

Promotion Goals: 1BM

Promotions into Category: None

Office Assistant

Promotion Goals: 2WF

Promotions into Category: None

Technical and Paraprofessional

Promotion Goals: None

Promotion into Category: None

Category 6

Skilled Craft

Promotion Goals: None

Promotions: None

Category 7

Service Maintenance/Varied

Promotion Goals: 1WM, 1WF

Promotions: 1BM

One (1) Black male was reclassified into the category from Custodian to Lead Custodian. He was handling duties at the higher level and was promoted. No other applicants were eligible for this position.

Protective Services

Promotion Goals: None established for this reporting period.

Promotion within Category: 1BF, 1HM

1. Police Sergeant

One (1) Black female and one (1) Hispanic male was promoted within the category from Police Officer to Police Sergeant.

Note: This position was open to CSCU employees only.

MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE: Three (3) years of experience as a Police Officer in an organized police department or within state service. Bachelor's degree may be substituted for one (1) year of the General Experience. Must maintain a valid CT driver's license and must possess and maintain certification as a law enforcement officer in the State of Connecticut.

<u>Applicants</u>: 10

One (1) White male, three (3) Black males, one (1) Black female and five (5) Hispanic males

Interviewed: 10

One (1) White male, three (3) Black males, one (1) Black female and five (5) Hispanic males

The selected candidate (BF) has been with the department since 2004 and was serving in the Interim role as Sergeant on the midnight shift. She served as a supervisor in the interim role and prior in her last position. She also was experienced maintaining police reports.

The selected candidate (HM) had worked 22 years for the New Haven Police Department and had retired as a Police Sergeant in the Internal Affairs Unit before coming to SCSU. He also had supervisory experience and evaluated police officers and conducted performance reviews.

Analysis of Program Goals

1. Complete the development of the online training module for search committees. The training will include how to create screening criteria including the development of qualification rubric based on the position's required and preferred qualifications; development of interview and reference questions; affirmative action and equal employment opportunity principles to ensure equal access; and how to provide detailed documentation on selected and rejected candidates.

Completion Date: April 2021

Responsible Persons: Director of Diversity and Equity

This goal has been partially completed. (Due to COVID and limited IT resources during the campus closure) The Office of Diversity an Equity Programs has completed online training of faculty and staff on the electronic submission of search plans, rubrics and search reports. Goal will be continued for the upcoming plan year.

2. ODE will establish a training focused specifically on implicit bias in the workplace and offer it as part of the Search training online. This training will also be offered to supervisors, administrators and department chairs.

Completion Date: April 2021

Responsible Persons: Director of Diversity and Equity

This goal has been partially achieved. (Due to COVID and limited IT resources during the campus closure) The Office of Diversity and Equity Programs has researched and previewed a few on-line training modules through vendors (FirstNet and Vector Solutions) who have developed training modules on this topic. ODE will work on in-house and in-person training and the roll out of the online training. Goal will be continued for the upcoming plan year.

14. Career Mobility Section 46a-68-91

SECTION 46a-68-91

CAREER MOBILITY

Southern Connecticut State University has established an career mobility program as part of its Affirmative Action Plan as required by section 46a-68 for occupational groups, which includes, but is not limited to secretarial, clerical, supervisory clerical, semiskilled, crafts and trades, supervisory crafts and trades, custodial, supervisory custodial and laborers. Southern's Career Mobility Program relies on efforts of career counseling, employee training, tuition reimbursement and consultation with supervisors interested in promotion or reclassification. This program is consistent with Section 46a-68 of the Connecticut General Statues and (1) provides career counseling opportunities; (2) make a range of training opportunities available; (3) initiates classification requests that result in the development of career ladder and lattices to improve mobility for sub-professional positions; and (4) establishes specific goals and timetables separately on the number of positions in entry level classes to be filled through career mobility.

In line with this program, the Director of Employee and Labor Relations, the Director of Diversity and Equity Programs, the Human Resource Administrators, and respective division managers provide counseling to employees on policies, procedures and training for advancement within or outside the agency, or within and across occupational lines.

Additionally, tuition waiver and reimbursement programs are available, as provided in the various employee contracts. The staff from Human Resources and Diversity and Equity Programs monitors these activities to make certain that they provide for the full and fair participation of protected race/gender group members.

Staff members from Human Resources conducted individual counseling meetings to assist with career mobility for staff members. Subjects covered in the various sessions can be summarized as falling into two (2) major areas: first, educational and training opportunities to enhance a person's likelihood of success in upward mobility; and second, resources and search strategies to identify promotional and advancement opportunities, on campus and at other state agencies and with other employers as well.

Additionally, positions in the various classified position categories continue to be reviewed for the purpose of possible reclassification to higher positions or other career avenues offering greater upward mobility potential.

General revisions to secretarial and other clerical job specifications have resulted in changes in job related skill requirements. Those requirements that are not necessary for successful performance in a position have been removed.

Target positions may now be more readily identified for the various career ladders, thus permitting more effective career counseling.

Members from the Office of Diversity and Equity Programs and the Human Resources Office continue to make vigorous efforts in the direction of planning and implementation of a more effective Career Mobility program.

Where the cooperation of another agency is essential to the implementation of an upward mobility goal, the agency keeps a record of each instance of contact with the agency whose cooperation is requested, and the outcome of the request.

Career. Mobility Efforts

1. Career Counseling

The University makes an effort to ensure that the composition of career mobility participants is consistent with affirmative action. To this end employees are encouraged to take courses, seek in-service training. As appropriated tuition reimbursement for courses taken towards a degree also provided.

In addition to the efforts indicated below, career counseling sessions remain available to help employees select career paths, make decisions on educational directions, and be advised on how to apply for promotional opportunities advertised by the Department of Administrative Services (DAS) website. These sessions are available as requested, and are offered by the Office of Human Resources staff. The Office of Human Resources also coordinates training sessions and tuition reimbursements, and has placed greater emphasis on assisting classified staff with skill development such as technology training and courses in writing. They also provide assistance with resume development and tips and techniques on successful interviewing.

The following career counseling sessions occurred during this reporting period:

Category

No. by Race/Sex

Clerical/All Maintenance/All

3WF, 1BF, 1HF 1WM, 1BM

2. Training Opportunities

In-service training programs scheduled by the Training Division of the Department of Administrative Services are publicized and employees are invited to enroll. During this reporting period, a total of twenty-four (24) classified employees have attended in-service training programs developed by the Department of Administrative Services (DAS) and paid for by their individual departments.

During this reporting period, four (4) classified employees received tuition reimbursement for courses they took toward degree credits. One (1) White female, and three (3) Black females from the Administrative Clerical Union received tuition reimbursement and or tuition waiver benefits.

3. Classification Requests

Employees promoted this period due to reclassification and promotion within category and to different category.

Professional Non Faculty

2 WF and 1 BF Professional 3 To Manager 1

Secretarial/Clerical

There were no promotions into this category during this reporting period.

Secretary 2

There were no promotions into this category during this reporting period.

Office Assistant

There were no promotions into this category during this reporting period.

Technical/ParaProfessional

There were no promotions into this category during this reporting period.

Skilled Craft

There were no promotions into this category during this reporting period.

Service Maintenance, Varied

• 1BM Custodian to Lead Custodian

Protective Services

• 1 BF and 1 HM Police Officer to Police Sergeant

4. Goals and Timetables

There are no Upward Mobility goals to be filled by 4/30/21.

The Office of Diversity and Equity Programs will continue to work with Human Resources Office to encourage Vice Presidents, directors and managers to identify individuals who are eligible to participate in a career mobility program for the next plan period.

15. Good Faith Efforts Section 46a-68-92

GOOD FAITH EFFORTS

Sec. 46a-68-92

Southern Connecticut State University has demonstrated good faith efforts by engaging in the initiatives articulated in subsections (a) to (d), inclusive of this section.

- a) The University had promoted equal opportunity to achieve a workplace that is free of discrimination.
- b) The University has developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups.
- c) The University has ensured a fair and nondiscriminatory selection process.
- d) The University has provided career development opportunities to all interested and qualified employee, with emphasis on those groups found to be underutilized in the workforce.
- e) Nothing in this section shall be construed to absolve the University of its Obligations under sections 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68-85, 46a-68-80, 46a-68-87, 46a-68-89, 46a-68-90, 46a-68-92 of the Regulations of Connecticut State Agencies.

All University efforts, initiatives, and programs are articulated throughout the Plan.

16. Innovative Programs Section 46a-68-93

SECTION 46a-68-93 INNOVATIVE PROGRAMS

Section 46a-68-93 of the Southern Connecticut State University's Affirmative Action Plan describes the development and implementation of programs to create opportunities to achieve the full and fair participation of all protected group members. The university's efforts focus on educational, recruitment and employment programs. (Limited participation in programs due to covid. Most activities and services were offered virtually).

Administrative Clerical Tuition Waiver Program

The Connecticut State Colleges and University System has an agreement with AFSCME Council 4 to provide a tuition waiver program to clerical employees of the Connecticut State Colleges and University System. Members of the Administrative Clerical bargaining unit, who are permanent and work at least twenty (20) hours weekly, may take up to two (2) courses per semester at any of the four (4) state universities, tuition free. During the fall and spring semesters, two (2) SCSU employees benefitted from the tuition waiver program: One White female and Three (3) Black females.

University Access Programs

The Educational Opportunity Programs at Southern Connecticut State University is an undergraduate support program designed to provide special academic support in a personalized way. The primary purpose of EOP is to enhance the efforts of the university in recruiting, counseling, and educating academically promising students who have the desire, motivation, and willingness to assume responsibility for achieving their academic potential. EOP provides comprehensive academic advisement, personal counseling, tutorial assistance, and referrals in career-oriented, work-study, and learning skills development. EOP also maintains a liaison with each of the university's academic schools and many individual academic departments.

The Connecticut College Access and Success Program (ConnCAS) is a joint effort between the Department of Higher Education and Southern Connecticut State University to serve Students who otherwise may not have access to a higher education. The target population is geographically, ethnically, and socioeconomically diverse, but the common denominator is that students chosen for this program show promise for success in college.

<u>GEAR UP</u> stands for Gaining Early Awareness and Readiness for Undergraduate Programs. In collaboration with New Haven Public Schools, it is a new national initiative to encourage 325 young people to have high expectations, stay in school, study hard and take the right courses to prepare them for college.

Student Worker Program

Each year hundreds of students work on-campus. Southern's on-campus jobs offer students extra cash and the opportunity to develop the skills and work habits necessary to be successful after graduation. The University Student Worker Program is open to all matriculated students and is available throughout campus. Each fall and spring, the Center for Career Services hosts a Career Fair that brings national and regional employers representing all fields to the Southern campus. The fairs foster student and

employer interaction while offering the opportunity to explore career fields, learn about organizations and industries, and investigate cooperative education and full or part-time job opportunities.

The Office of Faculty Development

The Office of Faculty Development (OFD) provides faculty with resources and experiences that enhance teaching and learning. The OFD is committed to promoting a spirit of innovation, collaboration, and love of learning, as well as enhancing a sense of collegiality among faculty as they expand their intellectual, teaching, and scholarly horizons. In pursuing these goals, the OFD works to enhance the intellectual climate and promote open and ongoing dialogue among all members of the university community. It serves as an advocate for academic initiatives and enterprises that relate to teaching and learning through a variety of programs, activities, and resources in achieving the university's mission. The vision of the OFD is to create an environment at Southern that facilitates and promotes effective teaching, professional development, research, university service, and integration of new instructional technologies.

SAGE Center

The purpose of the SAGE Center is to transform the university into a safe haven that provides a positive academic, cultural and social environment for all people of sexual diversity including students, faculty, staff, alumni/ae, and university guests. To achieve that goal, the center seeks to provide a safe communal space, personal support, resource information, relevant programming, and positive acknowledgment of the lesbian, gay, bisexual, transgender, intersex, queer, questioning, asexual and ally (LGBTIQQAA) community. Ultimately, the SAGE Center wants to create a campus atmosphere of tolerance and understanding that is open and accepting of all human differences and free from the oppressive forces of homophobia, heterosexism, gender bias, and all other forms of discrimination that hurt and hinder humanity.

Minority Recruitment & Retention

The AAUP (teaching faculty) Minority Recruitment and Retention Committee (MRRC) have held numerous programs to assist in the recruitment and retention of faculty. The MRRC met throughout the academic year to plan a wide range of recruitment and retention initiatives. Grant money totaling approximately \$25,000 has been distributed to minority faculty for professional development this past year. The Committee continues to develop its mentoring program with newly hired minority faculty to assist them with renewal, promotion and tenure files. The MRRC engages in personal recruitment at state and national conferences and meets minority candidates.

The SUOAF (administrative faculty) Minority Recruitment and Mentoring Committee (MRMC) have met regularly this year. The committee continues to meet and develop new minority recruitment and mentoring strategies. Members of SUOAF and the Multicultural Center coordinated annual multicultural and international reception. Out of State travel to conferences were also expended to assist minority staff for professional development. Grant money totaling approximately \$7,000 has been distributed to minority staff members for professional development this past year To continue to enhance the recruitment program, the Office of Diversity & Equity and Human Resources work with the SUOAF/AFSCME Minority Recruitment and Mentoring Committee (MRMC) and AAUP Minority Recruitment and Retention Committee (MRRC)

to develop strategies to attract a diversified pool of applicants to fill vacant positions at the university.

Office of Diversity and Equity Programs

The Office of Diversity and Equity Programs (ODE) continues to advocate for the achievement of hiring goals for the inclusion of women and minorities in the interview and selection process as well as for the promotion of members of these protected groups. The Office of Diversity and Equity programs meets with all search committee chairs and other supervisors to discuss effective recruiting and hiring strategies at the initiation of all searches. Members of the office also collaborated on programs with the Multicultural Center, Women's Center, Student Program Council, Women's Studies Department, Multicultural Student Organizations including University chapter of NAACP, Black Student union, OLAS.

Office of Human Resources

The Human Resources Office provides services for employees to ensure that recruitment, conditions of employment, promotional opportunities, professional development and retention are conducted uniformly for all employees. The Human Resources Office continues to sponsor one-on-one training in labor relations' issues for supervisors in discipline, grievance handling, counseling and equality in treatment and performance evaluations. The HR Office offers training in the area of supervisory training. The Office also conducted information sessions for all employees with information on health insurance options, retirement plans, family medical leave, personnel and work place policies, employee assistance plan and other relevant topics. The HR Office also coordinates the Student Worker Program with the Center for Career Services.

Violence Prevention, Victim Advocacy and Support Center

Southern Connecticut State University's Women's Center and Men's Initiative offer a variety of programs and events. The center aims to empower and educate the campus and local community on gender issues through our outreach efforts. Program topics offered include sexual violence, domestic violence, healthy relationships, perceptions of masculinity, and bystander intervention.

Child Care Reimbursement Program

Southern Connecticut State University values all students and realizes the many sacrifices one makes while obtaining an education. Southern is also aware of the special challenges that student parents encounter, one being the cost of child care services, so that they may attend classes in pursuit of their degree. The Division of Student and University Affairs has developed a child care reimbursement program for a limited number of both undergraduate and graduate student parents. The program offers a modest reimbursement up to \$500 per family per semester to help student parents cover child care expenses, whether the services are provided through a licensed daycare center or through babysitting services. The reimbursements are awarded to those students who meet all of the eligibility requirements that are listed on the application form, with priority based upon financial need.

The Racial and Intersectional Justice Group (RIJG)

The RIJG currently includes faculty and staff dedicated to racial justice-focused change across the university. The group emerged out of a core group of approximately 18 faculty and staff who participated in Undoing Racism trainings and came together to process their impact. Members of the group have led faculty development workshops, grant development, and faculty reading groups on issues related to social justice pedagogy.

17. Concluding Statement Section 46a-68-94

As President of Southern Connecticut State University and appointing authority, I acknowledge that I have ultimate responsibility for promoting and enforcing affirmative action and I will account for the success or failure of the plan.

I pledge that the University and I have made and will continue to make every good faith effort to achieve the objectives and goals set forth in the plan.

I further confirm that Paula Rice, Director of Diversity and Equity Programs/Title IX Coordinator, is the designated Affirmative Action Officer for the University and reports directly to me.

Joseph Bertoline

President

8-30-31 Date