SOUTHERN CT STATE UNIVERSITY AFFIRMATIVE ACTION PLAN

Submitted: August 30th, 2024

Dwayne Smith Interim President



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

SENT VIA EMAIL

November 15, 2023

Dwayne Smith, PhD, Interim President Southern Connecticut State University 501 Crescent Street New Haven, CT 06515-1355

RE: 2023 Affirmative Action Plan - APPROVED

Dear Dr. Smith:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by Southern Connecticut State University on August 30, 2023. The Commission at its regular meeting on November 8, 2023, voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING is August 30, 2024.**

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

For technical assistance or if you have any questions, you may contact Gary Madison, CHRO Representative, at 860-541-3411.

Sincerely,

Tanya A. Hughes
Executive Director

Janga a. Hoghes

Attachment

C: Paula Rice, Director, Office of Diversity & Equity Program
Diane M. Ariza, PhD, Vice President of Diversity and Equity Programs
Neva Elaine Vigezzi, Supervisor, Affirmative Action Unit
Gary Madison, CHRO Representative





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:

- 1. 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;
- 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.

Southern Connecticut State University

SECTION 46a-68-78, Police	y Statement			
PREVIOUS SUBMISSION:				
This section was in complia	nce in the prior filing.			
PRESENT SUBMISSION:				
This section is	Deficient	_Weak	Х	_ In Compliance
SECTION 46a-68-79. Inter	nal Communication			
PREVIOUS SUBMISSION:				
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PRESENT SUBMISSION:				
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SECTION 46a-68-80. Exte	rnal Communication and	d Recruitme	ent Strate	<u>egies</u>
PREVIOUS SUBMISSION:				
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PRESENT SUBMISSION:				
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PROPOSALS/RECOMMEN	NDATIONS:			
In future filings please prov	ide the fourth quarter fo	r the previou	us fiscal	year.
SECTION 46a-68-81. Assi	gnment of Responsibilit	y and Monit	oring	
PREVIOUS SUBMISSION:	0			
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PRESENT SUBMISSION:				
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Southern Connecticut State University

SECTION 46a-68-82. Orga	nizational Analysis			
PREVIOUS SUBMISSION:				
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SECTION 46a-68-83. Work	k Force Analysis			
PREVIOUS SUBMISSION:				
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SECTION 46a-68-84. Avai	lability Analysis			
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SECTION 46a-68-85. Utiliz	zation Analysis and Hirir	ng and Prom	notion G	oals
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Southern Connecticut State University

SECTION 46a-68-86. Empl	loyment Analyses			
PREVIOUS SUBMISSION:				
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SECTION 46a-68-87. Ident	ification of Problem Are	as		
PREVIOUS SUBMISSION:				
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SECTION 46a-68-88. Prog	ram Goals			
PREVIOUS SUBMISSION:				
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PRESENT SUBMISSION:				
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SECTION 46a-68-89. Disci	rimination Complaint Pro	ocess		
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SECTION 46a-68-90. Goals Analysis
PREVIOUS SUBMISSION:
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PRESENT SUBMISSION:
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SECTION 46a-68-91. Upward Mobility
PREVIOUS SUBMISSION:
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PRESENT SUBMISSION:
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SECTION 46a-68-93. Innovative Programs
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
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SECTION 46a-68-94. Concluding Statement
PREVIOUS SUBMISSION:
This section was in compliance in the prior filing.
PRESENT SUBMISSION:
This section is DeficientWeakX In Compliance
CONCLUSION:
The proposed affirmative action plan submitted by Southern Connecticut State University

The proposed affirmative action plan submitted by Southern Connecticut State University for the filing date of August 30, 2023 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 actual or perceived age; ancestry; color; gender identity or expression; genetic information and/or family medical history; intellectual disability, learning disability; parental, family or marital status; past or present history of a mental disability; physical disability, pregnancy or related conditions; race or national origin, religion or creed; sex, sexual orientation; veteran or military status; arrest and/or criminal conviction status (in state employment), lawful source of income, citizenship or immigration status, status as a victim of domestic violence, workplace hazards to reproductive systems, or any protected characteristic, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission and /or the Connecticut Commission on Human Rights and Opportunities, or other factors that cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification under applicable local, state or federal law

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 local, state and federal legislation, detailed in the pages which follow.

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 Administrative Assistant to the President for Diversity and Equity Programs at each step of the employment process.

We also recognize the hiring difficulties experienced by individuals with disabilities and by many older people. SCSU will take necessary steps to identify and overcome areas of underutilization of such people in the workforce and to achieve their full participation in all university programs, processes, and services.

All executive, administrative, and supervisory personnel are expected to satisfy their affirmative action responsibilities, in consistent with this SCSU'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, Engleman B-110, 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.

Dwayne Smith, Ph.D. Interim President 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, Engleman B-110, New Haven, CT 06515, (203)392-5568, ricep1@southernct.edu.

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.

OFFICE OF DIVERSITY & EQUITY PROGRAMS 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 Engleman B-110, (203) 392-5491.

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

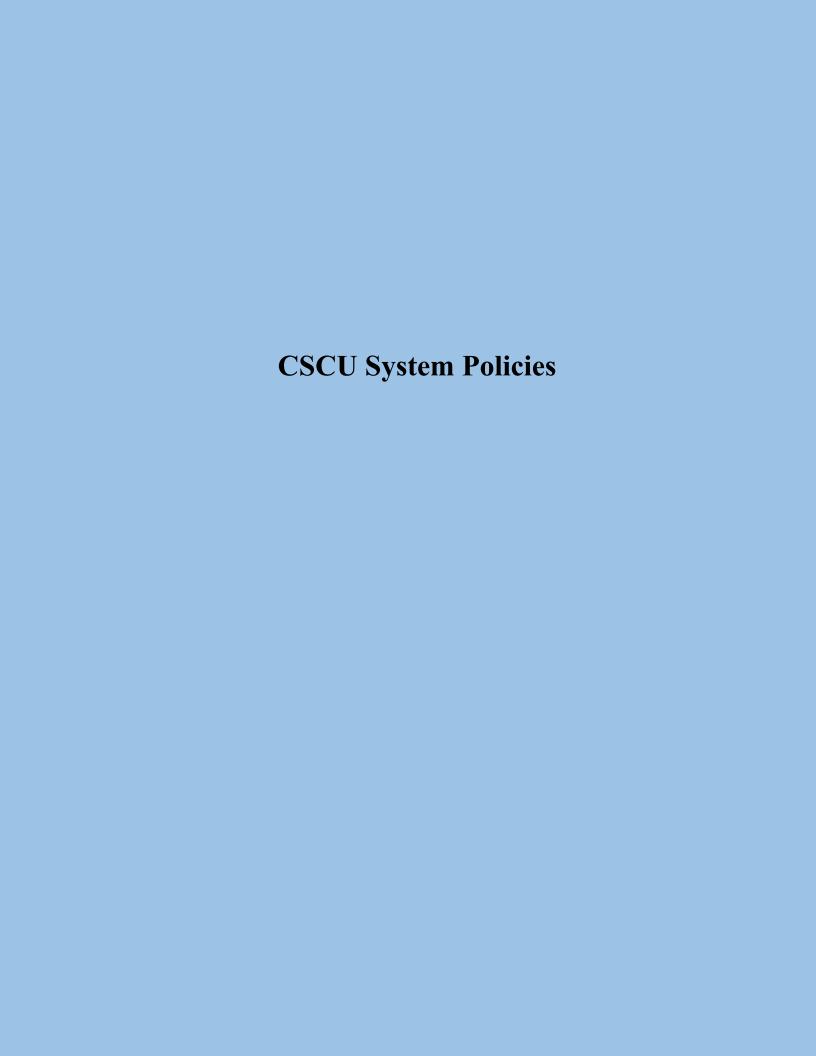
This Policy shall be conspicuously posted throughout each school building in areas accessible to students, faculty and staff members. This policy shall appear in the student handbook and the Faculty Resource Guide and shall be reviewed periodically for compliance with state and federal law.

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, Engleman B110, (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.





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



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 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

20-102

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:

 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;

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).

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

¹ 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"

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.

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 youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

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.

Board of Regents for Higher Education Connecticut State Colleges and Universities

Policy Regarding Sexual Misconduct Reporting, Supportive Measures and Processes Policy

STATEMENT OF POLICY

5.2

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 nonaccidental 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.

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

- notify law enforcement and receive assistance from campus authorities in making the (1) notification; and,
- obtain a protective order, apply for a temporary restraining order or seek enforcement of an (2) 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.

OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS

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 "<u>sexual assault</u>" 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 "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 vouth 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 "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.

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.

2. Internal Communication 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 March 15, 2024 to May 31, 2024 to comment on the plan. No comments were received on the 2023 AA plan.

It is the University's position that all its staff, during 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 Diversity and Equity Programs as well as on the ODE website.
- The Human Resources Office provided all new employees to Southern Connecticut State University copies of SCSU 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 Office of Diversity and Equity Programs.
- 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 Programs/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 Programs/Affirmative Action Officer discusses the Affirmative Action Plan with members of the cabinet and Deans.
- The Director of Diversity and Equity Programs/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 Programs/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 Office of 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 Programs/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 and in-person sessions)

- The Director of Diversity and Equity Programs or staff designee meets with all search committees seeking to fill vacancies to discuss the search procedures, affirmative action goals, Anti-Bias Awareness Training, recruitment strategies, evaluation of candidates, and information on nondiscriminatory interviewing.
- The Director of Diversity and Equity Programs or staff designee answers numerous inquiries from the search committees throughout the year related to the search procedures.
- The Director of Diversity and Equity Programs 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 Programs 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 searches for the academic year.
- The Director of Diversity and Equity Programs 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 the Division of Diversity, Equity and Inclusion. The University's diversity training sessions are scheduled for faculty and staff as a component of new faculty/staff orientation. All new employees (whether or not they are supervisors) take an online sexual harassment training in addition to the in-person training.

Diversity/Sexual harassment prevention in person training for new employees was offered two times this plan year November 3rd, 2023, and February 9th, 2024. A total of 62 employees attended the training: 7WM, 24WF, 2BM, 16BF, 3HF, 1HM, 2AAIANHNPIM, 2AAIANHNPIF, 4UF and 1UM.

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

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

SCSU Announcements <scsuannounce@southernct.edu>

Sent: Friday, March 15, 2024 1:52 PM

To: "announce-campus@lists.southernct.edu'(announce-campus@lists.southernct.edu)'

Subject: 2023 Affirmative Action Plan

Attachments: ATT00001.txt

To: All SCSU Employees

From: Office of Diversity & Equity Programs

Date: March 15, 2024

Re: 2023 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 2023 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 2023 plan will be accepted until May 31, 2024. We also encourage employees at this time to review the University's Affirmative Action, anti-discrimination, 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/



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, Engleman B110, 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.

Dwayne Smith, Ph.D.

Interim President

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 to 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 is 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 CraftWorker
- 7 Maintenance/Protective 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 result 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 indicated 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.

FORM 38A

Category: Titles:

AII WORKFORCE ANALYSIS

Date: April 30, 2023

Category or Class	Grand	Total	Total	White	White	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI	AAIANHNPI	Two or more Races Males	Two or more Races Females
I. EXECUTIVE	33	19	14	13	10	3	2	1	2	2	0	0	0
		27.6%	42.4%	39.4%	30.3%	9.1%	6.1%	3.0%	6.1%	6.1%	%0.0	%0.0	0.0%
II. FACULTY	422	207	215	156	165	15	13	2	11	31	26	0	0
		49.1%	20.9%	37.0%	39.1%	3.6%	3.1%	1.2%	2.6%	7.3%	6.2%	0.0%	0.0%
III. PROF./NON FACULTY	253	93	160	65	119	15	18	4	14	9	œ	m	-
		36.8%	63.2%	25.7%	47.0%	5.9%	7.1%	1.6%	6.5%	2.4%	3.2%	0.7%	0.5%
IV. SECRETARIAL/CLERICAL	79	12	67	6	33	3	22	0	10	0	-	0	-
		15.2%	84.8%	11.4%	41.8%	3.8%	27.8%	0.0%	12.7%	0.0%	1.3%	%0.0	0.2%
V. TECH/PARAPROFESSIONAL	4	-	ဗ	0	2	0	0	1	0	0	-	0	0
		25.0%	75.0%	0.0%	20.0%	0.0%	%0.0	25.0%	%0.0	%0.0	25.0%	%0.0	%0.0
VI. SKILLED CRAFTS	29	29	0	24	0	4	0	1	0	0	0	0	0
		100.0%	%0.0	82.8%	0.0%	13.8%	%0.0	3.4%	%0.0	%0.0	%0.0	%0.0	0.0%
VII. PROTECTIVE SERVICES	21	16	2	8	8	က	2	r2	0	0	0	0	0
		76.2%	23.8%	38.1%	14.3%	14.3%	9.5%	23.8%	%0.0	%0.0	%0.0	%0.0	%0.0
VII. MAINTENANCE	82	55	27	15	D.	30	12	80	6	2	-	0	0
		67.1%	32.9%	18.3%	6.1%	36.6%	14.6%	9.8%	11.0%	2.4%	1.2%	%0.0	%0.0
Total	923	432	491	290	337	73	69	25	46	41	37	e	2
4/2022 AA Plan	902	429	473	293	336	70	59	24	40	40	37	2	-
Change +/-	21	e	18		-	က	10	1	9	-	0	-	-
		46 RIW	53.20%	31.42%	36.51%	7.91%	7.48%	2.71%	4.98%	4.44%	4.01%	0.33%	0.22%

Fw: 2023 Affirmative Action Plan

Rice, Paula <ricep1@southernct.edu>

1 attachments (315 bytes)

ATT00001.txt;

 $\textbf{From:} \ announce-campus < announce-campus-bounces@lists.southernct.edu> on behalf of SCSU \ Announcements$

<scsuannounce@southernct.edu>
Sent: Friday, March 15, 2024 1:52 PM

To: "announce-campus@lists.southernct.edu" (announce-campus@lists.southernct.edu) <announce-

campus@lists.southernct.edu>

Subject: 2023 Affirmative Action Plan

To: All SCSU Employees

From: Office of Diversity & Equity Programs

Date: March 15, 2024

Re: 2023 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 2023 SCSU Affirmative Action Plan. Copies are available on-line at https://inside.southernct.edu/diversity/affirmative-action/plan or in the following locations:

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- 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 2023 plan will be accepted until May 31, 2024. We also encourage employees at this time to review the University's Affirmative Action, anti-discrimination, pluralism, ADA, sexual harassment, sexual misconduct reporting support services and processes policies https://inside.southernct.edu/diversity/policies-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

Rice, Paula

Sent:

Tuesday, August 20, 2024 2:11 PM

Subject:

Fw: Required Training

From: Gagliardi, Patricia M. <gagliardip3@southernct.edu>

Sent: Thursday, October 12, 2023 9:19 AM

Cc: Rice, Paula < ricep1@southernct.edu>; Torres-Baez, Daisy < torresbaezd1@southernct.edu>

Subject: Required Training

Good Morning!

The Division of Diversity, Equity, and Inclusion invites you to attend our upcoming Diversity and Policy/Compliance orientation/training. Connecticut law requires all state employees to attend this training. A portion of the training will be dedicated to engaging participants in training that will enhance their skills for promoting awareness of, and respect for, a diverse and inclusive work environment. This training is designed to enhance participant's understanding of all discrimination policies and engage in conversations about equity and inclusion.

The training will take place on *Friday*, *November 3*, 2023, from 9:00am to 12:00pm, in *Buley 207*. Breakfast will be provided.

If you are recipient of this invite, you have not previously completed the mandatory training and must register.

Please *RSVP by October 27, 2023* by clicking on the link to confirm your registration: Diversity Training Registration.

Thank you, Division of Diversity, Equity, & Inclusion

Rice, Paula

Sent:

Monday, August 26, 2024 3:15 PM

Subject:

Fw: Required Training

Follow Up Flag:

Follow up

Flag Status:

Completed

Good Morning!

The Division of Diversity, Equity, and Inclusion invites you to attend our upcoming Diversity and Policy/Compliance orientation/training. Connecticut law requires all state employees to attend this training. A portion of the session will be dedicated to engaging participants in training that will enhance their skills for promoting awareness of, and respect for, a diverse and inclusive work environment. This training is designed to enhance participants' understanding of all discrimination policies and engage in conversations about equity and inclusion.

The training will take place on *Friday*, *February 9*, 2024, *from 9:00am to 12:00pm*, *in Buley 207*. Breakfast will be provided.

If you are recipient of this invite, you have not previously completed the mandatory training and must register.

Please *RSVP by January 29*, *2024* by clicking on the link to confirm your registration: <u>Diversity Training Registration</u>.

Thank you, Division of Diversity, Equity, & Inclusion

Rice, Paula

Sent:

Tuesday, August 20, 2024 2:53 PM

Subject:

Sexual Misconduct Reporting

To All University Faculty & Staff,

Southern Connecticut State University is highly committed to creating a campus free of sexual misconduct. This is an annual notice of the CSCU BOR established policy concerning <u>sexual misconduct reporting</u>, Title IX policy <u>statement</u> and grievance <u>procedures</u>. The policies require the reporting of sexual misconduct incidents 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 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 mentalhealth 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 <u>protocol</u> 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 annual Title IX 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 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

Jes Kraus Chief Human Resources Officer

Rice, Paula

Sent:

Monday, August 19, 2024 1:14 PM

Subject:

Fw: Title IX and Sexual Misconduct Reporting

From: SCSU Announcements <scsuannounce@southernct.edu>

Sent: Monday, September 25, 2023 10:41 AM

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

Subject: Title IX and 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/pdfs/5.2%20SexualMisconductReportingSuppMeasuresProcesses.pdf https://www.ct.edu/files/pdfs/4.11%20-%20Statement%20of%20Title%20IX%20Policy.pdf https://inside.southernct.edu/sites/default/files/a/inside-southern/diversity/T-IX-Grievance-Procedures.pdf

https://www.ct.edu/files/pdfs/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.)

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 can refer 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, 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, 2023- APRIL 30, 2024

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.

- 1. Met regularly with President, Vice Presidents, Deans, Directors, faculty, supervisors and chairpersons for affirmative action/diversity progress reports and initiatives.
- 2. Collaborated with Southern Connecticut State University Multicultural Center and Violence Prevention Victim Advocacy and support center on educational programs, training workshops, etc.
- 3. Maintained close relationship with Southern Connecticut State University Office of Human Resources on matters of hiring, training, promotion, etc.

- 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 as a member of the Connecticut Association of Diversity and Equity Professionals (CADEP).
- 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, and Hispanic Outlook.
- 12. All advertisements contained a reference to Southern's commitment to affirmative action and a statement is included on every job announcement.
- 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 staff, 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/Equal Employment Opportunity Officers, Black and Hispanic clergy; current faculty and minority alumni who can help to recruit from their colleges and/or friends with experience in a variety of disciplines; and Business and Professional Women's Associations, Hispanic organizations, and minority and female alumni organizations.

LETTERS TO UNION PRESIDENTS

Sent:

Monday, August 26, 2024 4:34 PM

To:

Subject:

FW: 2023 Affirmative Action Plan

From: Rice, Paula

Sent: Monday, March 18, 2024 2:41 PM

To: 'cchisem@ceui.org' <cchisem@ceui.org>; DeMezzo, Robert C. <demezzor1@southernct.edu>; Swanson, Kari A. <swansonk8@southernct.edu>; 'jdissette@adr.org' <idissette@adr.org>; williamsm@wcsu.edu <williamsm@wcsu.edu>;

ksaunders@cpfu.org. <ksaunders@cpfu.org.>

Subject: 2023 Affirmative Action Plan

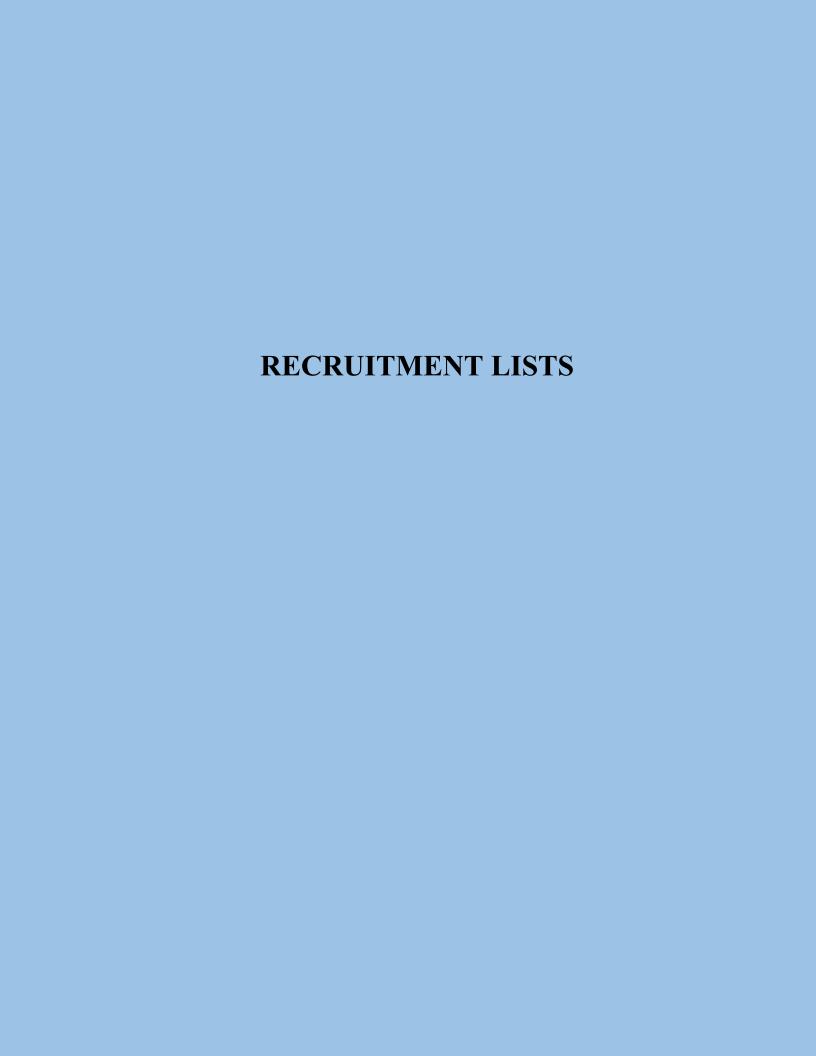
Dear Union leader,

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 2023 Affirmative Action Plan online at SCSU 2023 Affirmative Action Plan https://inside.southernct.edu/diversity/affirmative-action/plan. 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 2023 plan will be accepted until May 31, 2024.

Sincerely, Paula Rice

Paula Rice
Pronouns: She, Her, Hers
Director/Title IX Coordinator
Office of Diversity & Equity Programs
EngelmanB 110G, (203) 392-5568 office (203) 392-5489 fax
ricep1@southernct.edu



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

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 (860) 522-1111 Center for Latino Progress (CPRF) 95 Park Street Hartford, CT 06106 (860) 247-2337

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 NAACP of Greater Waterbury 25 Crane Street Waterbury, CT 06702 (203) 757-4440

CT Works 249 Thomaston Avenue Waterbury, CT 06702 (203) 437-3380 Hispanic Center of Waterbury 725 Oronoke Road Waterbury, CT 06708 (203) 754-7763

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

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: <u>www.state.ct.us/osapd</u>

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

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 content of C.G.S. Section 4a-60 and 41-61 is provided to every recipient an RFP. In addition, purchase order forms include the content of C.G.S. Section 4a-60 and 4a-61 and are 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. 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, Commission of Human Rights and Opportunities (CHRO) and the Department of 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 contact Small Contractors, Minority, women and persons with disabilities owned business regarding upcoming university bids, in order to award a fair proportion of contracts to small contractors and minority/women/disabled owned business enterprises.

Southern Connecticut State University Small Contractor and Minority Business Enterprise (MBE) Utilization Reports for the four fiscal year quarters, July 1, 2023, to June 30, 2024 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. Five (5) quarterly reports are included in this section to cover the University's reporting period.

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 doing business with persons of color, women and persons with disabilities. Southern Connecticut State University will continue to find ways to fully comply with the Set-Aside program.

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2023

SUPPLIER DIVERSITY PROGRAM

Back-Up Sheets require Totals for each MBE Category

SMALL/	MINORITY BUS	NESS ENTERPRISE QUART	ERLY F	REPORT				
Fisca	al Year Quarter	4	Fisca	l Year Period:				
ENTER	THIS QTR-							
Agency Name:	Southern Connecticut State University			Agency Number:	7804			
Prepared by:	Timothy J Krauss	, Business Analyst		E-mail Address:	krausst1@southernct.edu			
Tel. # -	203-392-5715							
1) TOTAL	- FUNDS AVAILAE e 1 (Summary Pag	BLE (ALL SOURCES) FROM YO e) From The Annual Goals Calc	uk ado	Report		\$	277,036,585.00	
2) Amour	nt Available for Sn	nall/Minority Business Program ED DEDUCTIONS/EXEMPTION	8			\$	740,305.00	
3) 25% of	f line # 2 Total - Se	et Aside - Small/Minority Busine	ss Ente	rprises (Combined)		<u>\$</u>	185,076.25	
4) 25% of	f line # 3 Total- Se	et Aside - Minority Business En	terprise	s only		\$	46,269.06	
				QUARTER	Number	Y	EAR TO DATE	Number
				TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Ag	gency FY Expenditu	res for Purchases and Contracts	\$	14,379,954.67	554	\$	56,835,754.82	1,903
from Sma	all and Minority Contra	for Purchases and Contracts actors. ND MBE EXPENDITURES	\$	3,635,851.50	39	\$	8,413,448.22	180
from Mir	gency FY Expenditures nority Business Enterp ATEGORIZE:	for Purchases and Contracts rises (MBE) only.						
A) Amer	rican Indian (N)							
B) Asiar	n (A)					_		
C) Black	k (B)							
	bled Individual (D)		\$		0	\$	40,120.00	5
E) Hispa			\$	1,200.00	1	\$	76,920.00	4
	an Peninsula (I)					-		
	bled American Indian (
	bled Asian American (_			-		
	bled Black American (I							
	bled Hispanic America							
	bled Iberian Peninsula	American (DI)		940 524 00	7	\$	1,224,994.91	43
L) Wom	nan (vv) nan American Indian (N	DAA.	\$	819,524.00		Ψ	1,224,334.31	45
		vv)	-			-		
	nan Asian (AW)		e	2,251,158.00	1	\$	2,251,158.00	1
	nan Black (BW) nan Disabled (DW)		\$	2,231,130.00		-	2,201,100.00	
			\$	13,500.00	1	\$	1,183,879.62	4
	nan Hispanic (HW) nan Iberian Peninsula	(IMA)	\$	13,300.00	0	\$	17,127.70	2
			*			+	17,127.110	_
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	bled Asian American V							
	bled Hispanic American							
		a American Woman (DIW)						

3,084,182.00

3,085,382.00

0

9

10

\$

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40,120.00

4,677,160.23

4,794,200.23

5

50

59

\$

\$

\$

DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)

WBE TOTAL [Lines L - W]

MBE TOTAL {Lines A - W}

MBE TOTAL {Lines A - W}

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

	MINOR al Year C		1		REPORT al Year Period:				
ENTER	THIS	QTR-							
			***************************************	T T					
Agency Name:	Southe	rn Conne	cticut State University		Agency Number:		7	'804	
Prepared by:	Timothy	y J Kraus	s, Business Analyst		E-mail Address: krausst1@so		outh	ernct.edu	
-	203-39	2-5715		3	71001000	*************			
Tel. # - 1) TOTAL	- CONTROLS		BLE (ALL SOURCES) FROM YO	UR AD	OPTED BUDGET			204 400 000 57	
Page	1 (Sum	mary Pag	ge) From The Annual Goals Cald	ulation			\$	301,490,093.57	
			mall/Minority Business Program ED DEDUCTIONS/EXEMPTIONS				\$	2,102,396.22	
3) 25% of	f line # 2	Total - S	et Aside - Small/Minority Busine	ess Ent	erprises (Combined)		\$	525,599.06	
4) 25% of	f line # 3	Total- S	et Aside - Minority Business En	terpris	es only		\$	131,399.76	
					QUARTER	Number		YEAR TO DATE	Number
					TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Ag	gency FY	Expenditu	res for Purchases and Contracts	\$	11,586,055.45	534	\$	11,586,055.45	534
Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES			\$	2,867,757.20	50	\$	2,867,757.20	50	
from Min			s for Purchases and Contracts prises (MBE) only.						
A) Amer	rican Indiar	n (N)							
B) Asian	n (A)								
C) Black	k (B)								
D) Disab	bled Individ	dual (D)		\$		0	\$	-	0
E) Hispa	anic (H)			\$		0	\$		0
F) Iberia	n Peninsu	ıla (l)							
G) Disab	led Americ	can Indian (DN)				Ċ		
H) Disat	bled Asian	American (DA)						
l) Disab	led Black	American (DB)						
J) Disab	oled Hispar	nic America	ın (DH)	THE S					
K) Disat	bled Iberia	n Peninsula	American (DI)						
L) Woma	an (W)			\$	103,757.50	11	\$	103,757.50	11
M) Woma	an America	an Indian (N	IW)						
N) Wom	an Asian (AW)							
O) Wom	an Black (BW)							
P) Wom	an Disable	ed (DW)					E		
Q) Wom	an Hispan	ic (HW)		\$	802,720.00	2	\$	802,720.00	2
R) Wom	an Iberian	Peninsula	(IW)						
S) Disat	bled Ameri	can Indian	Woman (DNW)						
T) Disab	bled Asian	American \	Voman (DAW)						
U) Disat	bled Black	American	Woman (DBW)						
V) Disat	bled Hispa	nic America	an Woman (DHW)						
			a American Woman (DIW)	1 2					
	DisBE	TOTAL (Li	nes D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$		0
	WBE T	OTAL [Lin	es L - W]	\$	906,477.50	13	\$	906,477.50	13
	MBE T	OTAL {Lin	es A - W}	\$	906,477.50	13	\$	906,477.50	13

\$

906,477.50

FISCAL YEAR

2024

SUPPLIER DIVERSITY PROGRAM

Back-Up Sheets require Totals for each MBE Category

SMALL/	MINORI	TY BUSI	NESS ENTERPRISE QUART	ERL'	Y REPORT				
Fisca	al Year Quarter 2 Fiscal Year Period:								
ENTER	THIS	QTR-							
Agency Name:	Souther	n Connec	ticut State University		Agency Number:		7	7804	
Prepared by:	Timothy J Krauss, Business Analyst				E-mail Address:	krausst1@so	outh	nernct.edu	
Tel. # -	203-392	2-5715							
			LE (ALL SOURCES) FROM YO				\$	301,490,093.57	
2) Amoun	nt Availat	ole for Sn	e) From The Annual Goals Calo nall/Minority Business Program ED DEDUCTIONS/EXEMPTIO	1	ons Report		\$	2,102,396.22	
			t Aside - Small/Minority Busine		nterprises (Combined)		\$	525,599.06	
4) 25% of	line # 3	Total- Se	t Aside - Minority Business En	terpri	ses only		\$	131,399.76	
					QUARTER	Number		YEAR TO DATE	Number
					TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Ag	jency FY E	Expenditur	es for Purchases and Contracts	\$	8,531,963.63	450	\$	20,118,019.08	984
from Sma	all and Mind	ority Contra	for Purchases and Contracts ctors. ID MBE EXPENDITURES	\$	994,002.44	72	\$	3,861,759.64	122
	ority Busin		for Purchases and Contracts rises (MBE) only.						
A) Ameri	ican Indian	(N)							
B) Asian	(A)								
C) Black	(B)								
D) Disab	oled Individ	lual (D)		\$	×-	0	\$	-	0
E) Hispa	ınic (H)			\$		0	\$		0
F) Iberia	n Peninsul	a (I)							
G) Disab	led Americ	an Indian (C	DN)						
H) Disab	oled Asian	American (E	DA)						
l) Disab	led Black A	American (D	В)						
J) Disab	led Hispan	ic Americar	n (DH)						
K) Disat	oled Iberian	Peninsula	American (DI)						
L) Woma	an (W)			\$	400,472.58	24	\$	504,230.08	35
M) Woma	an America	ın Indian (N	W)						
N) Wom	an Asian (A	AW)							
O) Wom	an Black (E	BW)							
P) Wom	an Disable	d (DW)							
Q) Wom	an Hispani	ic (HW)		\$	16,320.00	3	\$	819,040.00	5
R) Wom	an Iberian I	Peninsula (W)	\$	40,000.00	1	\$	40,000.00	1
S) Disat	oled Americ	an Indian V	Voman (DNW)						
T) Disab	oled Asian /	American W	oman (DAW)						
U) Disat	oled Black	American V	Voman (DBW)						
V) Disab	oled Hispar	nic America	n Woman (DHW)						
W) Disa	bled Iberia	n Peninsula	American Woman (DIW)						
	DisBE 1	TOTAL (Lin	ies D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$	(4)	0
	WBE T	OTAL [Line	s L - W]	\$	456,792.58	28	\$	1,363,270.08	41
/	MBE TO	OTAL {Line	s A - W}	\$	456,792.58	28	\$	1,363,270.08	41

SUPPLIER DIVERSITY PROGRAM

Back-Up Sheets require Totals for each MBE Category

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fisc	al Year Quarter 3	Fiscal	Year Period:				
ENTER	THIS QTR-				_		
Agency Name:	Southern Connecticut State University		Agency Number:	7804			
Prepared by:	Timothy J Krauss, Business Analyst		E-mail Address:	krausst1@southernct.edu			
Tel. # -	203-392-5715						
1) TOTAL	FUNDS AVAILABLE (ALL SOURCES) FROM YO				\$	301,490,093.57	
	e 1 (Summary Page) From The Annual Goals Cale nt Available for Small/Minority Business Program		Report		÷		
	er DAS APPROVED DEDUCTIONS/EXEMPTION				\$	2,102,396.22	
3) 25 % of	f line # 2 Total - Set Aside - Small/Minority Busine	ess Enter	prises (Combined)		<u>\$</u>	525,599.06	
4) 25% of	f line # 3 Total- Set Aside - Minority Business En	terprises	only		\$	131,399.76	
			QUARTER	Number		YEAR TO DATE	Number
			TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total A	gency FY Expenditures for Purchases and Contracts	\$	7,282,792.94	483	\$	27,400,812.02	1,467
from Sm	gency FY Expenditures for Purchases and Contracts all and Minority Contractors. ed TOTALS OF SBE AND MBE EXPENDITURES	\$	866,934.39	51	\$	4,728,694.03	173
from Mir	gency FY Expenditures for Purchases and Contracts nority Business Enterprises (MBE) only. ATEGORIZE:						
A) Ame	rican Indian (N)						
B) Asia	п (А)						
C) Blac	k (B)						
D) Disa	bled Individual (D)	\$		0	\$		0
E) Hisp	anic (H)	\$		0	\$	*	0
F) Iberia	an Peninsula (I)						
G) Disat	bled American Indian (DN)						
H) Disa	bled Asian American (DA)						
l) Disat	bled Black American (DB)						
J) Disal	bled Hispanic American (DH)						
K) Disa	bled Iberian Peninsula American (DI)						
L) Worn	nan (W)	\$	156,506.00	14	\$	660,736.08	49
M) Wom	nan American Indian (NW)						
N) Won	nan Asian (AW)				_		
O) Won	nan Black (BW)						
P) Wom	nan Disabled (DW)				_		
Q) Won	nan Hispanic (HW)	\$	6,220.00	1	\$	825,260.00	6
R) Won	nan Iberian Peninsula (IW)	\$		0	\$	40,000.00	1
S) Disa	bled American Indian Woman (DNW)						
T) Disa	bled Asian American Woman (DAW)						
U) Disa	bled Black American Woman (DBW)						
V) Disa	bled Hispanic American Woman (DHW)						
W) Disa	abled 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]	\$	162,726.00		\$	1,525,996.08	56
	MBE TOTAL {Lines A - W}	\$	162,726.00	15	\$	1,525,996.08	56

FISCAL YEAR

2024

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

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fisca	al Year Quarter 4	Fisca	al Year Period:		9202		
ENTER	THIS QTR-	•					
Agency Name:	Southern Connecticut State University		Agency Number:	7804			
Prepared by:	Timothy J Krauss, Business Analyst		E mail	krausst1@so	outh	emct.edu	
Tel. # -	203-392-5715						
	FUNDS AVAILABLE (ALL SOURCES) FROM YO 1 (Summary Page) From The Annual Goals Cald				\$	301,490,093.57	
2) Amour	nt Available for Small/Minority Business Program r DAS APPROVED DEDUCTIONS/EXEMPTION		- All All All All All All All All All Al		\$	2,102,396.22	
	line # 2 Total - Set Aside - Small/Minority Busine		erprises (Combined)		\$	525,599.06	
4) 25% of	line # 3 Total- Set Aside - Minority Business En	terprise	es only		\$	131,399.76	
			21172000			VELD TO DATE	
			QUARTER	Number		YEAR TO DATE	Number
			TOTALS (\$)	Contracts		TOTALS (\$)	Contracts
5) Total Ag	gency FY Expenditures for Purchases and Contracts	\$	5,098,727.60	474	\$	32,499,539.62	1,941
from Sma	ency FY Expenditures for Purchases and Contracts all and Minority Contractors. ad TOTALS OF SBE AND MBE EXPENDITURES	\$	1,309,633.60	67	\$	6,038,327.63	240
from Min	ency FY Expenditures for Purchases and Contracts ority Business Enterprises (MBE) only.						
A) Amer	ican Indian (N)						
B) Asian	1 (A)						
C) Black	(B)	\$	150,760.00	2	\$	150,760.00	2
D) Disab	oled Individual (D)	\$		0	\$		0
E) Hispa		\$	132,988.00	4	\$	132,988.00	4
	n Peninsula (I)				Ť		
	led American Indian (DN)						
	oled Asian American (DA)						
	eled Black American (DB)						
	oled Hispanic American (DH)						
	oled Iberian Peninsula American (DI)						
L) Wom		\$	121,423.52	17	\$	782,159.60	66
	an American Indian (NW)				Ė		
	an Asian (AW)				T		
	an Black (BW)						
	an Disabled (DW)				T		
	an Hispanic (HW)	\$	114,554.60	3	\$	939,814.60	9
R) Wom	an Iberian PenInsula (IW)	\$		0	\$	40,000.00	1
	oled American Indian Woman (DNW)	Ť			Ė		
	oled Aslan American Woman (DAW)						
	bled Black American Woman (DBW)						
	oled Hispanic American Woman (DHW)						
	bled Iberian Peninsula American Woman (DIW)						
	DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$		0	\$	0.0	0
	WBE TOTAL [Lines L - W]	\$	235,978.12	20	\$	1,761,974.20	76
	MBE TOTAL {Lines A - W}	\$	519,726.12	26	\$	2,045,722.20	82

DAS/SUPPLIER DIVERSITY PROGRAM

FOR

SMALL/MINORITY BUSINESS ENTERPRISES

FISCAL YEAR 2024 (2023-2024)

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

\$

301,490,093.57

FUNDS

AVAILABLE FROM YOUR FY22 ADOPTED ANNUAL BUDGET

(ALL SOURCES - excluding capital improvement funds

which will be reported and tracked separately)

TOTAL-

\$ 57,814,331.78

PAGE - 2

FEDERALLY FUNDED EXPENDITURES

TOTAL-

\$

210,762,517.67

PAGE-3

NON-PURCHASING EXPENDITURES

TOTAL

\$

980,723.52

PAGE-4

STATUTE/REQUIRED BUDGETED EXP.

TOTAL-

PAGE-5

\$

29,830,124.38

AGENCY REQUESTED EXEMPTIONS

\$11,869,574

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

krausst1@southernct.edu

President Joe Bertolino / Interim President Dwayne Smith

Approved by Supplier Diversity:

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

ASSIGNMENT OF RESPONSIBILITY and MONITORING

Section 46a-68-81

(a) The ultimate responsibility for the implementation of affirmative action process and program rests with the Interim President, Dr. Dwayne Smith, with the Board of Regents for Higher Education, and the Connecticut State Colleges and Universities (CSCU). Dr. Smith was the Chief Executive Officer of the University during the plan year and was responsible for conducting and enforcing all policies during the reporting period. The regulations are adopted by the Board of Regents for Higher Education.

The Interim 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 Interim 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) 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 Interim 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 Programs and Equity and the University's Title IX Coordinator. Ms. Rice also has a dotted line reporting relationship to the Vice President 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:

- With appropriate consultation, write revisions to the Affirmative Action Plan and communicate such revisions, upon the Interim 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 all protected classes. Monitor the advertising of position vacancies, internally and externally to attract qualified women, persons of color and goal candidates.
- 8. Coordinate the communication of affirmative action information and changes to the laws to all employees and applicants.
- 9. Develop and coordinate an advisory structure within the University.
- 10. Report to the Interim President of the University and to the University community, throughout the year regarding the status and progress of the Affirmative Action Plan and related programs.

- 11. Inform all University personnel of developments in affirmative action, equal employment opportunity, diversity laws, statutes, and regulations.
- 12. Conduct annual training, information sessions, Title IX training sessions, orientations, career counseling sessions 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 monthly to discuss recruitment and retention strategies for minority faculty. The committee awarded over \$17,000 in 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 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 monthly during this academic year to develop programs to assist in the achievement of the committee's mission. The Committee hosted several personal and professional development programs for minority SUOAF employees including monthly Community connection forums. The committee's grant program has provided grants opportunities and awarded over \$42,000 in grants for minority members to participate in professional development workshops and seminars. This year the committee sponsored over 12 members to attend the CT State University's Global Majority retreat. The Committees continues to review and develop strategies to assist in the recruitment and retention of minority employees.

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
Kauther Badr	AF	Associate Professor
Brandon Hutchinson	BF	Associate Professor
Gladys Labas	HF	Associate Professor
Sobeira Latorre	WF	Associate Professor
Yi-Chun T Lin	AF	Professor
Paula Rice	BF	Director, Diversity & Equity
Kari Swanson	WF	Librarian
Miaowei Weng	AF	Associate Professor
Daisy Torres – Biaz	HF	Faculty & Staff Diversity Recruitment and Retention Specialist
Sousan Arafeh	WF	Professor Edu. Director, Integrated Justice & Social Change Collaborative
Gary Winfield	BM	AAUP

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.
Dawn Stanton- Holmes	BF	Director of University Access Programs
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 academic year. Members of the committee include:

Name	Race/S	ex Job Title
Kelvin Rutledge	ВМ	Assoc. VP, Institutional Inclusive Strategies & Change Management
Brandon Hutchinson Co-Chair	BF	Associate Professor, English
Eric Lessne	WM	Associate VP for Capital Budgeting & Facilities Operations
Chris Piscitelli	WM	Associate Dean of Students
Betsy Beacon	WF	Writer/Editor/Web Content & Calendar Manager
Elizabeth K Rhoades	WF	Chairperson Counseling & School Psychology
Colleen Bierlitz	WF	Assoc. VP for Strategic Initiatives & Outreach
Vu Trieu	AM	Director, User Services OIT Support Services
Laurie Bonjo	WF	Associate Professor Counseling & School Psychology
Ayanna Walker	BF	Associate Dean, College of Health & Human Services
Riyanna Singleton	BF	Student Government Representative

- (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 (CHRO) of the State of Connecticut, if 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 Programs 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, and 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 Resources include the assignment of an HR staff to serve as a member of all unclassified and classified 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 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		ME ON AF	FIRMATIVE TIES
Paula Rice Director of Diversity And Equity Programs		BF	100%
Diane Ariza VP Diversity, Equity and Inclusion		HF	20%
Cynthia Cardozo CSU Administrative Assistant		Two or Races'	
Daisy Baez-Torres Faculty and Staff Diversity Recruitment and Re	tention Sp	HF pecialist	50%
Cynthia Shea-Luzik Manager of Contract Compliance and Procure	nent	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 managem	ent	WM	20%
Mark Rozewski Executive President for Finance & Administration	on	WM	20%
Denis Reiman Chief Information and Technology		WM	20%
Jes Kraus Chief Human Resources Officer		WM	20%

LeKecia Anderson University HR Administrator	BF	20%
Tisha Miller University HR Administrator	OF	20%
Fran Poole, HR Associates/Assistant	BF	20%
Dwayne Smith Interim President	ВМ	10%
Deans.Managers,and Supervisors		10%
DEI Advisory Council, MRRC, MRMC		10%

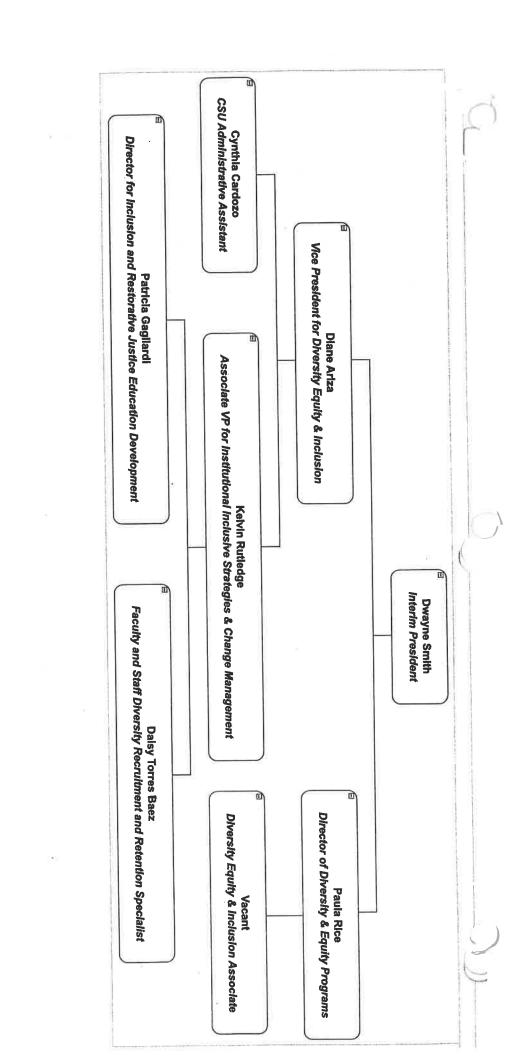
- (h) The University will monitor and evaluate programs essential for a successful Affirmative Action Plan utilizing a system providing for goals and initiative and periodic evaluation. Through the combined efforts of the Interim President, the Director for Diversity and Equity Programs, and the President's 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 Interim President and cabinet to revise any goals, objectives, or programs in order to meet changes in the University's employment situation.
- Supervisors' performance, and their policies and procedures are reviewed 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 Division of Diversity and Equity Programs consulted with all search chairs or department chairs throughout 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 and related matters.
- 4. The Interim 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 Interim President, the Vice Presidents, and the Director of Diversity and Equity Programs also met with the MRMC and MRRC committees to address the affirmative action issues regarding 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 discipline, or the search committee cannot demonstrate a good faith effort to recruit a diverse pool of applicants.



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 of 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 Institutional Research Specialist

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
Fiscal Assistant

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

Health Services, Continued

College Nurse Practitioner (APRN) Clinical Practice Manager

Counseling Services

Director of Counseling Services
Associate Director of Counseling Services
Coordinator for Center of Wellbeing
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 Victim Advocacy and Support Services 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

Transfer Student Services

Director of Transfer Student Services Assistant Director of Transfer Student Services Transfer Services Assistant

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 VP for Institutional Inclusion Strategies & Change Mgmt

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)

Coordinator of Academic Technologies

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

DIVERSITY, EQUITY AND INCLUSION

Vice President of Diversity, Equity & Inclusion

Associate VP of Strategic Institutional Inclusion and

UNCLASSIFIED POSITIONS WITHOUT LINES OF PROGRESSION

Administrative Operations Assistant

Assistant Program Manager (Physics)

Associate Dean, Career & Student Success

Associate Dean of Student Affairs

Associate VP for Institutional Inclusion Strategies & change Management

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 Inclusion & Rest Justice Educ

Director of Institutional Research

Director of New Students & Sophomore Programs
Faculty Development Associate
Faculty Staff Diversity Recruitment & Retention Specialist

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

Associate Vice President for Capital Budget and Facilities Operations

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

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

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

Provost/Vice President Academic Affairs

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

B. CLASSIFIED

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

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

B. CLASSIFIED

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

OCCUPATIONAL CATEGORY STUDY EXECUTIVE, ADMINISTRATIVE & MANAGERIAL

PROFESSIONAL NON-FACULTY

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

Titles are grouped in order of ranking

TITLE	SALARY RANGE
President	336,302
Provost/Vice President Academic Affairs	208,998 - 313,497
Executive Vice President for Finance & Admin	208,998 - 313,497
Vice President of Technology/CIO	185,888 -278,831
Vice President of Diversity, Equity & Inclusion	185,888 –278,831
Vice President Student and University Affairs	185,888 -278,831
Vice President Institutional Advancement	185,888 -278,831
Vice President of Enrollment	157,974-236,961
Dean, School of Arts and Sciences	157,974-236,961
Dean, School of Business	157,974-236,961
Dean, School of Education	157,974-236,961
Dean, School of Graduate Studies	157,974-236,961
Dean, School of Health and Human Services	157,974-236,961
Chief Human Resources Officer	134,661 – 201, 992
Associate VP for Academic Affairs	134,661 - 201,992
Associate VP for Alumni Outreach & Phil	134,661 - 201,992
Associate VP Capital Budgets and Facilities Operations	134,661 - 201,992
Associate VP for Institutional Inclusion Strategies & Change Mgmt	134,661 – 201,992
Associate VP Strategic Initiatives and Outreach	134,661 – 201,992
Director of Institutional Research	134,661 – 201,992
Director of Diversity & Equity Programs	134,661 – 201,992
Executive Director of Healthcare Programs	134,661 – 201,992
Director of Public Safety	114,110 –171,164

Administrator 7

113,046 - 169436

Director of Admissions

Director of Athletics

Director of Counseling Services

Director of Graduate Admissions

Director of Health Services

Director of Info. Systems Tech Administration

Director of Intercollegiate Athletics

Director of IS, Systems and Applications

Director of Library Services

Director of Public Affairs

Director of Residence Life

University Controller

Associate Dean School of Arts and Sciences

Associate Dean. School of Business

Associate Dean Career & Student Success

Associate Dean Graduate Enrollment Management

Associate Dean School of Education

Associate Dean of Students

TITLE SALARY RANGE Administrator 7 113,046 – 169436

Associate Dean School of Health & Human Services

Associate Dean School of Business

Associate Dean Counseling and Wellness

Associate Dean STEM

Administrator 6 101,452 – 154,599

Assistant Dean of Students/Judicial Affairs

Associate Director of Admissions

Director of Academic & Career Advising

Director of Academic Success Center

Director of Academic Technologies

Director of Accounting Services

Director of Arch Services

Director of Career Services

Director of CMD-Clinical Education

Director of Communication Engagement

Director of Community Advising

Director of ERP Application Services

Director of Facilities Planning & Arch. Services

Director of Financial Aid & Scholarships

Director of Info System-Edge Comp

Director of Information System- Tech Administration

Director of International Education

Director of IS System & Applications

Director of Lyman Center

Director of Marketing & Publications

Director of SPAR

Director of Special Academic Programs

Director of Sponsored Programs & Research

Director of Student Center

Director of Student Life

Director of Support Services

Director of Systems Integration

Director of Transfer Student Services

Director of University Development

Director of Women's Programs

Registrar

Senior Associate Athletic Director

Administrator 5 89,857 – 139,763

Assistant Director of Athletic Communications

Associate Athletics Director/Coord of Athletic Fac

Associate Director of Career & Prof Development

Associate Director of Counseling

Associate Director of FYE

Associate Director of Housing Operations

Associate Director of Residence Life & Community Development

Audiology Supervisor

Bursar

Business Manager

CARE Director

Client Infrastructure Manager

Clinical Supervisor

Coordinator of University Construction and Facilities Operations

TITLE SALARY RANGE 89,857 – 139,763

Coordinator of Violence Prevention & Victim Advocacy

Customer Services Support Manager

Database Manager

Director of Advancement Strategies & Technology

Director of Alumni Services

Director of Annual Giving

Director of Assessment

Director of Budgets & Financial Planning

Director of Center for Ed & Assistive Technology

Director of Clinical Education

Director of Customer & Grant Services

Director of Customer and Grant Services

Director of Donor Relations & Adv Events

Director of Environmental Health & Safety

Director of Facilities Engineering

Director of Facilities Operations/Grounds Services

Director of Field Experience

Director of Financial Business Applications

Director of Financial Literacy & Advocacy

Director of Inclusion & Rest Justice Educ

Director of Multicultural Center

Director of New Student & Sophomore Programs

Director of University Access Programs

Ent & Cloud Infrastructure Manager

Enterprise Infrastructure Manager

ERP/Academic Application Manager

Infrastructure Support Specialist

Major Gifts Officer

Manager, Contract Compliance & Procurement Services

Senior Associate Director

Speech Language Path Clinical Supervisor

Systems Manager

Telecommunications Manager

Voice & Video Network Manager

Administrator 4 78,262 – 124,925

Accounts Payable Coordinator

Administrative Coordinator for Interdisciplinary Students

Assistant Athletics Director for Sports Performance

Assistant Athletics Director/Equipment Manager

Assistant Athletics Director/Fiscal Affairs

Assistant Dean of Education

Assistant Dean of Student Affairs

Assistant Director of Academic & Career Advisement

Assistant Director of Career and Professional Development

Assistant Director of Customer & Grant Services

Assistant Director of External Relations

TITLE SALARY RANGE 78,262 – 124,925

Assistant Director of Facilities Operations

Assistant Director of Facilities Planning & Arch. Services

Assistant Director of Finance and Information Services

Assistant Director of Financial Aid

Assistant Director of Health Services

Assistant Director of Intercollegiate Athletics

Assistant Director of Residence Life

Assistant Director of Student Activities/Special Events

Assistant Director of Student Conduct

Assistant Director of Student Life for Clubs & Organizations

Assistant Director/ICM for Social Media

Assistant Manager of Internet Services

Associate Bursar

Associate Director for Healthcare Studies

Associate Director of Academic & Career Advising

Associate Director of Academic Advisement

Associate Director of Academic Success Center

Associate Director of Academic Support

Associate Director of Admissions

Associate Director of Alumni Services

Associate Director of Career Services

Associate Director of Counseling

Associate Director of Custodial/Grounds

Associate Director of Disability Resource Center

Associate Director of Financial Aid

Associate Director of Health and Wellness Services

Associate Director of Housing

Associate Director of Lyman

Associate Director of Nursing Administration

Associate Director of Post Award Services

Associate Director of Pre-Award Services

Associate Director of Public Safety

Associate Director of Sponsored Programs & Research

Associate Director of Student Center

Associate Director of Student Involvement

Associate Director of Success Coaching & Programming

Associate Director of University Access Programs

Associate Registrar/Retention Officer

Associate Registrar/Scheduling Officer

Business Analyst

Business Manager, Assessment

Campus One Card Admin

Clinical Field Coordinator

College Health Nurse Practitioner

Coordinator of Academic Resources

Coordinator of Adaptive Technical Services

Coordinator of Campus Recreation & Fitness

Coordinator for Center of Wellbeing

TITLE Administrator 4

SALARY RANGE 78,262 – 124,925

Coordinator of Duplicating and Mail Services

Coordinator of Employer Recruitment

Coordinator of First Year Services

Coordinator of Graphic Services

Coordinator of High-Tech Classrooms

Coordinator of Multicultural Counseling Services

Coordinator of Student Literacy & Advising

Coordinator of Substance Abuse Programs

Coordinator of University Construction

Coordinator of Veterans & Military Service

Coordinator of Victim Advocacy and Support Services

Coordinator of Wellness Center

Customer Support Center Supervisor

Database Administrator

Director of Field Experience & MSW Administrator

ECM Applications Administrator

Enterprise Infrastructure Administrator

Financial Aid Systems & Compliance Specialist

Financial Information Systems Support Specialist

Information Tech Coordinator for Res Life

Institutional Research Specialist

Instructional Support Specialist

Inventory Stores Coordinator

IS Trainer Lead

Manager of Technical Systems

Math Emporium Coordinator

Media & Instructional Services Supervisor

Nursing Simulation Coordinator

Payroll Coordinator

Program Manager

Programmer Analyst

Programmer Specialist

Purchasing Manager

Student Loan Administrator

Support Specialist

Technical Support Engineer University Writer/Editor Web Application Development Specialist

Administrator 3 66,669 – 110,089

Academic Affairs Associate

Academic International Program Coordinator

Accounting Budget Assistant

Accounts Payable Coordinator

Adaptive Technician

Assistant Bursar

TITLE SALARY RANGE 66,669 – 110,089

Assistant Coordinator of Athletic Facilities

Assistant Director of AV/TV

Assistant Director of Educational Programs

Assistant Director of Academic Advising

Assistant Director of Admissions

Assistant Director of Advancement Services

Assistant Director of Alumni Affairs

Assistant Director of Annual Giving

Assistant Director of Business Services

Assistant Director of Disability Resource Center

Assistant Director of Educational Services

Assistant Director of Financial Aid

Assistant Director of Graduate Admissions

Assistant Director of Graduate Recruitment and Student Success

Assistant Director of Health Services

Assistant Director of Housing

Assistant Director of ICM/Website Development

Assistant Director of Institutional Research

Assistant Director of internal Communication & Marketing

Assistant Director of International Education

Assistant Director of International Programs

Assistant Director of Lyman Center

Assistant Director of Multicultural Center

Assistant Director of Public Affairs

Assistant Director of Public Affairs/Graphic Design

Assistant Director of Social Worker Field Education

Assistant Director of Sponsored Research

Assistant Director of Student Life

Assistant Director of Student Support Services

Assistant Director of Transfer Student Services

Assistant Director of University Student Center

Assistant Director of University Access Programs

Assistant Director University Counseling

Assistant Program Manager

Assistant Property Control Coordinator

Assistant Registrar

Assistant to Dean of Grad Studies

Business Analyst

Campus One Card Administrator

Certification & Title II Officer

Client Server Administrator

Clinical Coordinator

Clinical Practice Manager

Coordinator of SEOP

Coordinator of Student Services

Coordinator Support Ed. Program

Coordinator Women's Center

Customer Support Center Lead

TITLE Administrator 3

Development Associate

Disability Specialist

Faculty Development Associate

Financial Analyst

Gear-up Project Manager

Grants Fiscal Associate

Housing Assignment Coordinator

IS Trainer Lead

Major Gifts Associate

Payroll Coordinator

PC Maintenance Technician

PC Support Manager

Planner/Analyst

Procurement Card Program Administrator

Program Development Officer

Prospect Research Officer

REACH Coordinator

Residence Life Coordinator

Scholarship Coordinator

Student Loan Pell Grant Coordinator

Support Specialist

Sustainability Coordinator

System Program Analyst

Systems Programmer Manager

Technical Support Analyst

Telecommunication Analyst

User Support Specialist

Administrator 2

Admin & Field Placement Assistant

Accounting & Budget Assistant

Admissions Counselor

Assistant Dean of Student Affairs

Assistant Director of Admission

Assistant for Faculty Development

SALARY RANGE

66,669 - 110,089

55.074 - 95.252

Assistant in Academic Advising

Assistant in Business Services

Assistant in Disability Resources

Assistant to Bursar

Assistant to Director of Career Services

Assistant to Director of Extended Learning

Assistant to Director of Residence Life

Assistant to Director of Staff & Programming

Assistant to Director of Student Center

Assistant to Director of Student Supportive Services

Assistant to Director Public Affairs/Writer Assistant to Director Student Services

Assistant to Registrar

TITLE SALARY RANGE **Administrator 2** 55,074 - 95,252

Assistant to the Business Manager

Chemistry Stockroom Manager

Collections Agent

Development Assistant/Donor Relations

Financial Aid Counselor

Fiscal Assistant

Nursing Lab Coordinator

Program Director CONNCAP Program

Property Control Assistant

Research Associate

Residence Hall Director

Student Development Specialist

Transfer Services Assistant

Vaccine Outreach Coordinator

43,479 - 80,416**Administrator 1**

Project Coordinator

Administrative Assistant to the President

Nursing Information & Program Admissions Coordinator

OTHER TITLES

Coach 4 Coach 3 Coach 2 Coach 1 Coach A	103,666 - 138,222 87,198 - 116,264 70,729 - 94,306 62,495 - 83,327 49,996 - 66,662
Librarian	103,666 - 138,222
Counselor	103,666 – 138,222
University HR Administrator	97,546 – 146,318
Associate Counselor	87,198 – 116,264
Associate Librarian	87,198 – 116,264
Accountant	78,296 – 101,215
Assistant Counselor	70,729 – 94,306
Assistant Librarian	70,729 – 94,306

60,123 - 90,183

Payroll Officer 1 Associate in HR CSU Administrative Assistant Assistant in HR Administrative Operations Assistant	72,758 - 91,881 70,756 - 106,134 60,123 - 90,183 60,123 - 90,183 51,227 - 76,839
Professor Associate Professor Assistant Professor Instructor	103,666 - 138,222 87,198 - 116,264 70,729 - 94,306 62,495 - 83,327
Lecturer A Hour Lecturer B Hour Lecturer C Hour Lecturer D Hour Lecturer E Hour Lecturer E Hour	1938 Per Semester 2013 Per Semester 2092 Per Semester 2119 Per Semester 2198 Per Semester 2272 Per Semester

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
Administrative Assistant	63,777 – 82,530
Purchasing Assistant	57,949 – 75,518
Secretary 2	55,248 - 72,247
Payroll Clerk	55,248 – 72,247
Secretary 1	50,475 - 66,229
Office Assistant	48,365 - 63,456
Storekeeper	44,837 – 57,056
Clerk Typist	43,364 – 54,815
Clerk	41,129 – 51,473
Mail Services Supervisor 1	54,114 – 70,269
Mail Handler	43,571 – 55,176
Lead Telephone Operator	49,377 – 64,482

Telephone Operator	43,571 – 55,176
Library Technician	69,341 – 87,846
Library Technical Assistant	57,039 – 73,372

OCCUPATIONAL CATEGORY STUDY SKILLED CRAFTS (CLASSIFIED)

SKILLED CRAFTS (CLASSIFIED)	
TITLE	SALARY RANGE
Building Maintenance Supervisor Maintenance Supervisor 2 Maintenance Supervisor 1 Material Storage Supervisor 2 Qualified Craft Worker Stationary Engineer General Trade Worker Skilled Maintainer OCCUPATIONAL CATEGORY STUDY SERVICE AND MAINTENANCE (CLASSIFIED)	80,895 - 105,430 77,203 - 100,802 70,460 - 92,147 59,511 - 76,733 62,359 - 80,175 56,720 - 73,426 51,664 - 67,299 49,377 - 64,482
TITLE	SALARY RANGE
Building Superintendent 2 Building Superintendent 1 Supervising Custodian Lead Custodian Custodian Maintainer	65,463 - 83,829 59,511 - 76,733 49,377 - 64,482 43,571 - 55,176 41,213 - 51,500 41,213 - 51,500
OCCUPATIONAL CATEGORY STUDY PROTECTIVE SERVICES (CLASSIFIED)	

TITLE	SALARY RANGE
Police Lieutenant	97,301 – 121,941
Police Sergeant	76,981 – 96,973
Detective	74,239 - 92,104
Police Officer	67,519 – 84,153
Telecommunication Dispatcher	52,741 - 69,162
Protective Services Trainee (Police)	51,096 - 64,489
Telecommunications Operator	44,622 - 56,611

6. Workforce Analysis Section 46a-68-83

Category: Titles:

ΑII **WORKFORCE ANALYSIS**

Date: April 30, 2024

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	Two or more Races Males	Two or more Races Females
I. EXECUTIVE	31	17	14	11	10	3	2	1	2	2	0	0	0
		54.8%	45.2%	35.5%	32.3%	9.7%	6.5%	3.2%	6.5%	6.5%	0.0%	0.0%	0.0%
II. FACULTY	413	201	212	152	160	15	12	4	12	30	28	0	0
		48.7%	51.3%	36.8%	38.7%	3.6%	2.9%	1.0%	2.9%	7.3%	6.8%	0.0%	0.0%
III. PROF./NON FACULTY	261	95	166	67	118	15	22	3	15	8	10	2	1
		36.4%	63.6%	25.7%	45.2%	5.7%	8.4%	1.1%	5.7%	3.1%	3.8%	0.5%	0.2%
IV. SECRETARIAL/CLERICAL	78	11	67	9	33	2	21	0	11	0	1	0	1
		14.1%	85.9%	11.5%	42.3%	2.6%	26.9%	0.0%	14.1%	0.0%	1.3%	0.0%	0.2%
V. TECH/PARAPROFESSIONAL	4	1	3	0	2	0	0	1	0	0	1	0	0
		25.0%	75.0%	0.0%	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%
VI. SKILLED CRAFTS	32	32	0	25	0	4	0	2	0	1	0	0	0
		100.0%	0.0%	78.1%	0.0%	12.5%	0.0%	6.3%	0.0%	3.1%	0.0%	0.0%	0.0%
VII. PROTECTIVE SERVICES	21	16	5	9	4	3	1	4	0	0	0	0	0
		76.2%	23.8%	42.9%	19.0%	14.3%	4.8%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%
VII. MAINTENANCE	81	54	27	14	3	32	16	7	8	1	0	0	0
		66.7%	33.3%	17.3%	3.7%	39.5%	19.8%	8.6%	9.9%	1.2%	0.0%	0.0%	0.0%
Total	921	427	494	287	330	74	74	22	48	42	40	2	2
4/2023 AA Plan	923	432	491	290	337	73	69	25	46	41	37	3	2
Change +/-	-2	-5	3	-3	-7	1	5	-3	2	1	3	-1	0
		46.36%	53.64%	31.16%	35.83%	8.03%	8.03%	2.39%	5.21%	4.56%	4.34%	0.22%	0.22%

Date: April 30, 2024 All

WORKFORCE ANALYSIS Grand Total White White Black Black Hispanic AAIANHNPI AAIANHNPI Two or More Two or Mor													
Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	Female	Two or More Male	Two or More Female
PRESIDENT	0	0	0										
PROVOST/VP ACADEMIC AFFAIRS	1	1	0	1									
EXECUTIVE VP FOR FINANCE & ADMIN	1	1	0	1									
VP STUDENT & UNIV AFFAIRS & DEAN OF STUDENT AFFAIRS	1	0	1		1								
VP. INSTITUTIONAL ADVANCEMENT & DIRECTOR OF DEVELOPMENT	1	1	0	1									
VP OF ENROLLMENT MANAGEMENT	1	0	1		1								
VP of DIVERSITY, EQUITY, AND INCLUSION	1	0	1						1				
VP OF TECHNOLOGY/CIO	1	1	0	1									
ASSOC DEAN, SCHOOL OF BUSINESS	1	1	0							1			
ASSOC DEAN, SCHOOL OF EDUCATION	1	0	1		1								
ASSOC DEAN, ARTS & SCIENCES	1	1	0	1									
ASSOC DEAN, CAREER & STUDENT SUCCESS	1	1	0			1							
ASSOC DEAN, COLLEGE OF HEALTH AND HUMAN SVCS	1	0	1				1						
ASSOC DEAN, GRAD ENROLLMENT MGMT	1	0	1		1								
ASSOC DEAN, STEM	0	0	0										
ASSOC VP FOR ACADEMIC AFFAIRS	1	0	1						1				
ASSOC VP FOR CAPITAL BUDGETS & FAC OPERATIONS	1	1	0	1									
ASSOC VP FOR INSTITUTIONAL ADVANCEMENT/ALUMNI RELATIONS	1	0	1		1								
ASSOC VP FOR INSTITUTIONAL INCLUSION & STRATEGIC CHANGE MGMT	1	1	0			1							
ASSOC VP OF STUDENT AFFAIRS	1	1	0	1									
ASSOC VP STRATEGIC INITATIVES & OUTREACH	1	0	1		1								
CHIEF HUMAN RESOURCES OFFICER	1	1	0	1									
CHIEF OF POLICE, DIRECTOR OF PUBLIC SAFETY	0	0	0										
DEAN, COLLEGE OF HEALTH & HUMAN SERVICES	1	0	1		1								
DEAN SCHOOL OF ARTS AND SCIENCES	1	1	0	1									
DEAN SCHOOL OF BUSINESS	1	1	0	1									
DEAN SCHOOL OF EDUCATION	0	0	0										
DEAN OF GRADUATE STUDIES	0	0	0										
DIRECTOR INTERCOLLEGIATE ATHLETICS	1	1	0			1							
DIRECTOR OF ADMISSIONS	1	1	0					1					
DIRECTOR OF BULEY LIBRARY	1	0	1		1								
DIRECTOR OF DIVERSITY & EQUITY PROGRAMS	1	0	1				1						
DIRECTOR OF INSTITUTIONAL RESEARCH	1	1	0							1			
DIRECTOR PUBLIC AFFAIRS	1	1	0	1									
EXECUTIVE DIRECTOR OF HEALTHCARE PROGRAM	1	0	1		1								
UNIVERSITY CONTROLLER	1	0	1		1								
Total	31	17	14	11	10	3	2	1	2	2	0	0	0
4/2023 AA Plan Change +/-	33 -2	19 -2	14 0	13 -2	10 0	3 0	0	0	0	0	0	0	0
	-2	54.8%	45.2%	35.5%	32.3%	9.7%	6.5%	3.2%	6.5%	6.5%	0.0%	0.0%	0.0%

Category:

II. Faculty

Titles:

All

WORKFORCE ANALYSIS

Date: April 30, 2024

Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female		Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Male	Two or More Female
PROFESSOR	176	96	80	77	62	8	2	3	4	8	12		
ASSOCIATE PROFESSOR	150	67	83	48	62	4	6	1	5	14	10		
ASSISTANT PROFESSOR	62	22	40	14	29	0	3	0	2	8	6		
COACH IV	11	7	4	5	4	2							
COACH III	7	5	2	5	1				1				
COACH II	5	2	3	1	2	1	1						
COACH I/A	2	2	0	2									
Total	413	201	212	152	160	15	12	4	12	30	28	0	0
4/2023 AA Plan	422	207	215	156	165	15	13	5	11	31	26	0	0
Change +/-	-9	-6	-3	-4	-5	0	-1	-1	1	-1	2	0	0
		48.7%	51.3%	36.8%	38.7%	3.6%	2.9%	1.0%	2.9%	7.3%	6.8%	0.0%	0.0%

FORM 38A	Catego	ry:	III. Profe	ssional	Nonfacul	ty							
	Titles:		All				Date:	April 30, 2	2024				
			WORKFO	ORCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Associate Dean of Counseling and Wellness, Admin 7	1	1	0	1									
Associate Dean of Student Conduct, 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	1	0	1									
Director of Residence Life, Admin 7	1	1	0					1					
Senior Director of Conf, Events & SA Aux, Admin 7	1	1	0	1									
Associate Director of Admissions, Admin 6	1	0	1						1				
Associate Director of Pre Award Svcs, Admin 6	1	0	1		1								
Director of Academic Advising, Admin 6	1	1	0	1									
Director of Academic Success Center, Admin 6	1	0	1		1								
Director of Academic Technologies, Admin 6	1	1	0	1									
Director of Accounting Services, Admin 6	1	0	1		1								
Director of Arch Services, Admin 6	1	1	0	1									
Director of CARE , Admin 6	1	0	1		1								
Director of Communication Disorders, Admin 6	1	0	1								1		
Director of Financial Aid, Admin 6	0	0	0										
Director of Infor System- Edge Comp, Admin 6	1	1	0	1									
Director of IS, Admin 6	1	1	0	1									
Director of IT Strat Init & Spec Proj, Admin 6	1	1	0	1									
Director of International Education, Admin 6	1	0	1		1								
Director of Lyman Center, Admin 6	0	0	0										
Director of Marketing & Publications, Admin 6	1	0	1		1								
Director of SPAR, Admin 6	0	0	0										
Director of Student Health Services, Admin 6	1	0	1								1		
Director of Student Life, Admin 6	1	0	1		1								
Director of Support Services, Admin 6	1	1	0							1			
Director of System Intergration, Admin 6	1	1	0	1									
Director of Transfer Stud Svcs. Admin 6	1	0	1		1								
Director of Univ Development, Admin 6	1	0	1		1								
Registrar, Admin 6	1	0	1		1								
Senior Assoc Athl Director, Admin 6	1	1	0	1									
Senior Director of Continuing and Online Education, Admin 6	1	0	1		1								
Administrator of Internet Services, Admin 5	1	1	0		-					1			
Associate Director of Athl/Communication, Admin 5	1	1	0	1						·			
Associate Director of Athi/Communication, Admin 5		- 1					<u> </u>	<u> </u>	<u> </u>				

FORM 38A	Catego	rv:	III. Profe	ssional	Nonfacul	tv							
	Titles:	,	All			-,	Date:	April 30, 2	2024				
			WORKFO	DRCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Associate Director of Athletics Fiscal Affairs, Admin 5	1	1	0	1									
Associate Director of Coordinator of Athletics Fac,													
Admin 5	1	1	0	1	4								
Associate Director of Career & Prof Dev, Admin 5 Associate Director of Conference & Event Services,	1	0	1		1								
Admin 5	2	2	0	1		1							
Associate Director of Counseling, Admin 5	1	0	1		1								
Associate Director of First Year Experience, Admin 5 Associate Director of Res Life, Ed. & Comm. Dev., Admin 5	1	0	1		1								
Associate Director of Res Lif Housing Op, Admin 5	1	1	0	1	1								
Associate Director of Student Conduct, Admin 5	1	0	1	<u> </u>	1								
Audiology Supervisor, Admin 5	1	0	1		1								
Bursar, Admin 5	1	0	1		1								
Business Manager, Admin 5	1	0	1		1								
Client Infrastructure Manager, Admin 5	1	1	0	1									
Clinical Supervisor (SLP), Admin 5	1	0	1		1								
Customer Support Center Manager, Admin 5	1	1	0									1	
Director of Advancement Strat & Tech, Admin 5	1	0	1		1								
Director of Alumni Relations, Admin 5	1	1	0			1							
Director of Annual Giving, Admin 5	1	0	1		1								
Director of Asssement, Admin 5	1	1	0	1									
Director of Budget & Financial Planning, Admin 5	1	0	1		1								
Director of Center for Ed & Assist Tech, Admin 5	1	1	0	1									
Director of Clinical Educ, Admin 5	1	0	1		1								
Director of Custodial & Grounds Services, Admin 5	1	1	0			1							
Director of Donor Relations, Admin 5	1	0	1		1								
Director of Env. Health & Safety, Admin 5	1	1	0	1									
Director of Facilities Engineering, Admin 5	1	1	0	1									
Director of Facilities Operations Services, Admin 5	1	1	0	1									
Director of Field Experiences, School of Ed., Admin 5	1	0	1		1								
Director of Financial Bus Appl, Admin 5	1	1	0	1									
Director of Financial Literacy & Adv, Admin 5	1	1	0	1									
Director of Financial Planning & Budgets	1	1	0							1			
Director of Inclusion & Restorative Justice Educ,													
Admin 5	1	0	1		1								

FORM 38A	Catego	ry:	III. Profe	ssional	Nonfacul	ty							
	Titles:		All				Date:	April 30, 2	2024				
			WORKFO	DRCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Director of Multicultural Center, Admin 5	1	0	1				1						
Director of New Student & Sophmore Prgm, Admin 5	1	1	0	1									
Director of Univ Access Program, Admin5	1	0	1				1						
Enterprise Cloud Infra Mgr-Windows, Admin 5	2	2	0	2									
Enterprise Infra. Manager, Admin 5	1	1	0	1									
ERP/ Acad. Application Manager, Admin 5	1	0	1		1								
Infrastructure Support Specialist, Admin 5	1	1	0	1									
Major Gift Officer, Admin 5	2	2	0	1						1			
Manager of Contract Compl & Proc Svcs, Admin 5	1	0	1		1								
Media Relations Officer, Admin 5	1	0	1		1								
Senior Associate Director, Admin 5	1	0	1		1								
Speech-Lang Path Clin Prac Mgr, Admin 5	1	0	1				1						
Speech-Language Path., Clinical Supervisor, Admin 5	3	0	3		2				1				
System Manager, Admin 5	1	0	1		1								
Telecommunications Manager, Admin 5	1	1	0	1									
Voice & Video Network Manager, Admin 5	1	1	0	1									
Accounts Payable Coord, Admin 4	1	0	1						1				
Admin Coord for Interdis Stud, Admin 4	1	1	0									1	
Assessment Resource Associate, Admin 4	1	0	1		1								
Assistant Dean of Education, Admin 4	1	0	1		1								
Assistant Dean of Graduate Studies, Admin 4	1	0	1		1								
Assistant Director of Athletic Equip Mgr, Admin 4	1	1	0	1									
Assistant Director of Career & Professional Dev, Admin													
4	2	0	2		1		1						
Assistant Director of External Relations, Admin 4	1	0	1		1								
Assistant Director of Facilities Planning, Admin 4	1	1	0	1									
Assistant Director of RL Upper Class Comm, Admin 4	1	1	0			1							
Assistant Director of Student Center, Admin 4	1	0	1		1								
Associate Bursar, Admin 4	1	1	0					1					
Associate Director of Accesibility Services, Admin 4	1	1	0	1									
Associate Director of Admissions, Admin 4	2	2	0	1		1							
Associate Director of Alumni Relations, Admin 4	1	0	1		1								
Associate Director of Custodians & Grounds, Admin 4	1	1	0			1							
Associate Director of Financial Aid, Admin 4	2	1	1			1	1						

FORM 38A	Catego	ry:	III. Profe	ssional	Nonfacul	ty							
	Titles:		All				Date:	April 30, 2	2024				
			WORKFO	ORCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Associate Director of Health and Human Studies,													
Admin 4	1	0	1		1								<u> </u>
Associate Director of Health & Wellness, Admin 4	1	0	1				1						
Associate Director of Multicutural Affairs, Admin 4	1	1	0			1							
Associate Director of Nursing Adm, Admin 4	1	0	1						1				
Associate Director of Post Award Services, Admin 4	1	0	1		1								
Associate Director of SI & Lead. Dev., Admin 4	2	1	1	1			1						
Associate Director of Sustanibility, Admin 4	1	0	1		1								
Associate Director of Transfer Student Srvcs, Admin 4	1	0	1		1								
Associate Director of Univ Access Programs, Admin 4	1	0	1						1				
Associate Registrar, Admin 4	3	1	2	1	1		1						
Business Analyst, Admin 4	1	1	0	1									
Campus One Card Admin, Admin 4	1	0	1				1						
Clinical Field Coordinator-SLP, Admin 4	1	0	1		1								
College Nurse Practitioner, Admin 4	3	0	3		3								
Coordinator of Academic Resources, Admin 4	1	0	1		1								
Coordinator of Adv for First Yr Stud, Admin 4	1	1	0	1									
Coordinator of Adv for Maj Expl, Admin 4	1	0	1		1								
Coordinator of Bus Dev Fiscal Affairs, Admin 4	1	0	1								1		
Coordinator of Campus Rec & Fitness, Admin 4	1	1	0	1									
Coordinator of Conf & Events Tech Serv, Admin 4	1	1	0	1									
Coordinator of Graphic Svs, Admin 4	1	0	1		1								
Coordinator of Substance Abuse Program, Admin 4	1	0	1		1								
Coordinator of the Center of Wellbeing, Admin 4	1	0	1				1						
Coordinator of Multicult Counseling, Admin 4	1	0	1				1						
Coordinator of Vet, Mil & Ad Learn Svcs, Admin 4	1	0	1		1								
Coordinator of Victim Advocacy and Support Services, Admin 4	1	0	1		1								
Coordinator of Univ, Cons. & Fac Management, Admin		_											
4	1	1	0	1									
ECM Appl Administrator, Admin 4	1	1	0	1									
Enrollment Systems Coordinator, Admin 4	1	0	1		1								
Enterprise Infrastructure Admin., Admin 4	1	1	0	1									
Fin Info System Support Spec, Admin 4	1	1	0							1			
Grants Fiscal Administrator, Admin 4	1	0	1		1								

FORM 38A	Catego	ry:	III. Profe	ssional	Nonfacul	ty							
	Titles:		All				Date:	April 30, 2	2024				
			WORKFO	ORCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Info Tech Coord for Res Life, Admin 4	1	0	1		1								
Institutional Research Specialist, Admin 4	1	0	1		1								
Instructional Support Specialist, Admin 4	1	1	0	1									
Math Emporium Coordinator, Admin 4	1	0	1		1								
Media & Instr Svc Specialist, Admin 4	1	1	0	1									
Nursing Sim Coordinator, Admin 4	2	0	2		2								
Payroll Coordinator, Admin 4	1	0	1		1								
Programmer Specialist, Admin 4	2	2	0	2									
Simulation Op/Tech Support, Admin 4	1	1	0			1							
Student Success Coach, Admin 4	1	0	1								1		
Tech Support Analyst, Admin 4	1	1	0							1			
Tech Support Engineer, Admin 4	4	3	1	3	1								
University Writer/Editor, Admin 4	1	0	1		1								
Web Application Development Spec, Admin 4	1	1	0	1									
Access Services Specialist, Admin3	1	1	0					1					
Accounting/Budget Assistant, Admin 3	1	0	1		1								
Advancement Operations Analyst, Admin3	1	0	1		1								
Assistant Bursar, Accounts Recievable/Stdnt Accts/Svcs, Admin 3	3	0	3		3								
Assistant Coordinator Athletics, Admin 3	1	1	0	1									
Assistant Director of Academic Advising, Admin3	6	0	6		2		1		2		1		
Assistant Director of Admissions, Admin3	3	2	1	2	1								
Assistant Director of Business Services, Admin3	1	1	0	1									
Assistant Director of Educational Services, Admin3	1	0	1						1				
Assistant Director of Financial Aid, Admin3	1	0	1		1								
Assistant Director of Internal Communication & Marketing, Admin3	1	0	1		1								
Assistant Director of International Education, Admin3	1	1	0	1									
Assistant Director of Int'l Programs, Admin 3	1	0	1		1								
Assistant Director of Public Affairs, Admin3	1	0	1		1								
Assistant Director, SWK Field Education, Admin 3	1	0	1		1								
Assistant Director of Student Life, Admin3	1	0	1								1		
Assistant Director of Transfer Student Services, Admin 3	2	1	1	1			1						

Catego	ry:	III. Profe	ssional	Nonfacul	ty							
Titles:		All				Date:	April 30, 2	2024				
		WORKE	ORCE A	NALYSIS								
Grand	Total	Total	White	White	Black	Black	-				TWO or More RACES	TWO or More RACES
Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	_	1						4				
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	-			4								
		 										
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1	0	1		1								
1	1	0							1			
1	1	0	1									
0	0	0										
1	0	1		1								
1	0	1		1								
1	0	1						1				
1	0	1		1								
1	0	1		1								
1	0	1		1								
1	0	1		1								
1	1	0			1							
1	0	1		1								
1	0	1		1								
1	0	1		1								
1	0	1				1						
1	0	1		1								
1	0	1		1								
1	0	1						1				
3	0	3		1		2						
1	0	1								1		
1	1	0							1			
5	1	4		2	1			1		1		
1	0	1		1								
1	0	1		1								
1	1	0			1							
	Grand Total 1 1 1 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Grand Total Male 1 0 1 1 6 2 1 0 2 0 1 0 1 0 1 1 1 1 1 0 1 0 1 1 0 1 1 0 1 0	Grand Total Total Total Female 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 2 4 1 1 0 1 2 0 2 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1	Titles: AII WORKFORCE AND Workforce AND White Female Male Male	Titles:	Titles: AII WorkForce Analysis Workforce Analysis White Total Male Female Male Female Male Female Male Male Female Male Male	Titles:	Titles: All WorkForce Analysis Work Female White Total Male Female White Female Male Female Fema	Titles:	Titles:	Titles:	Titles: Ail

				ssional	Nonfacul	tv							
	Titles:		All			-,	Date:	April 30, 2	2024				
			WORKFO	ORCE A	NALYSIS								
	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	TWO or More RACES	TWO or More RACES
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Administrative Assistant to the President	1	0	1				1						
Administrative Operations Assistant	4	0	4		1		3						
Assistant Counselor	1	0	1						1				
Assistant Librarian	6	1	5	1	4		1						
Associate Counselor	1	1	0	1									
Associate in Human Resources	1	0	1		1								
Associate Librarian	3	1	2	1	2								
Counselor	1	0	1		1								
CSU Administrative Assistant	3	1	2	1	1								1
Executive Assistant to the President	0	0	0										
Faculty/Staff Diversity Recruitment & Ret Spec	1	0	1						1				
Librarian	5	0	5		5								
Payroll Officer 1	1	1	0	1									
University Human Resources Administrator	2	0	2				1				1		
Total	261	95	166	67	118	15	22	3	15	8	10	2	1
4/2023 AA Plan	253	93	160	65	119	15	18	4	14	6	8	3	1
Change +/-	8	2	6	2	-1	0	4	-1	1	2	2	-1	0
		36.40%	63.60%	25.67%	45.21%	5.75%	8.43%	1.15%	5.75%	3.07%	3.83%	0.77%	0.38%
													<u> </u>
			1						1				
													<u> </u>
			1						1				
			1										

Category: Titles: IV. Secretarial / Clerical

Al

WORKFORCE ANALYSIS

Date:

April 30, 2024

Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNP I Male	AAIANHNP I Female	TWO or More RACES Male	TWO or More RACES Female
ADMINISTRATIVE ASSISTANT	11	0	11		5		2		4				
CLERK	0	0	0										
CLERK TYPIST	0	0	0										
LEAD TELEPHONE OPERATOR	1	0	1		1								
LEAD MAIL HANDLER	1	1	0	1									
MAIL HANDLER	1	1	0	1									
MAIL SERVICES SUPERVISOR	1	1	0	1									
OFFICE ASSISTANT	7	1	6	1	2		3						1
PAYROLL CLERK	2	0	2		1						1		
PURCHASING ASSISTANT	1	1	0	1									
SECRETARY 1	7	1	6	1	2		2		2				
STOREKEEPER	4	4	0	3		1							
TELEPHONE OPERATOR	1	0	1		1								
SECRETARY 2	41	1	40		21	1	14		5				
Total	78	11	67	9	33	2	21	0	11	0	1	0	1
4/2023 AA Plan	79	12	67	9	33	3	22	0	10	0	1	0	1
Change +/-	-1	-1	0	0	0	-1	-1	0	1	0	0	0	0

Category:

V. Technical / Paraprofessional

Titles:

ΑII

Date:

April 30, 2024

WORKFORCE ANALYSIS

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	Two or More Male	I wo or More Female
LIBRARY TECHNICIAN	2	0	2		1						1		
LIBRARY TECHNICAL ASSISTANT	2	1	1		1			1					
Total	4	1	3	0	2	0	0	1	0	0	1	0	0
4/2023 AA Plan	4	1	3	0	2	0	0	1	0	0	1	0	0
Change +/-	0	0	0	0	0	0	0	0	0	0	0	0	0
		25.0%	75.0%	0.0%	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%

Category: Titles: VI. Skilled Crafts

ΑII

WORKFORCE ANALYSIS

April 30, 2024 Date:

	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI	Two or More	Two or More
Category or Class	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
BLDG MAINT SUPERVISOR	1	1	0	1									
GENRAL TRADES WORKER	0	0	0										
MAINTENANCE SUPERVISOR I-GROUNDS	1	1	0					1					
MAINTENANCE SUPERVISOR II-CARPENTRY	1	1	0	1									
MAINTENANCE SUPERVISOR II-ELECTRICAL	1	1	0	1									
MAINTENANCE SUPERVISOR II-GENERAL	0	0	0										
MAINTENANCE SUPERVISOR II-HVACR	1	1	0			1							
MAINTENANCE SUPERVISOR II-PLBING/STMFTTING	1	1	0			1							
MATERIAL STORAGE SUPERVISOR	0	0	0										
MATERIAL STORAGE SUPERVISOR II	1	1	0	1									
QUALIFIED CRAFT WORKER, AUTO MECHANIC	1	1	0	1									
QUALIFIED CRAFT WORKER, CARPENTRY	5	5	0	3				1		1			
QUALIFIED CRAFT WORKER, ELECTRICAL	4	4	0	4									
QUALIFIED CRAFT WORKER, HVACR	4	4	0	4									
QUALIFIED CRAFT WORKER, LOCKSMITH	2	2	0	2									
QUALIFIED CRAFT WORKER, PLUMBING/STEAM FIT	3	3	0	1		2							
SKILLED MAINTAINER	2	2	0	2									
STATIONARY ENGINEER	3	3	0	3									
SUPERVISING STATIONARY ENGINEER	1	1	0	1									
Total	32	32	0	25	0	4	0	2	0	1	0	0	0
4/2023 AA Plan	29	29	0	24	0	4	0	1	0	0	0	0	0
Change +/-	3	3	0	1	0	0	0	1	0	1	0	0	0
		100.0%	0.0%	78.1%	0.0%	12.5%	0.0%	6.3%	0.0%	3.1%	0.0%	0.0%	0.0%

Category: Titles:

VII. Protective Services

ΑII

WORKFORCE ANALYSIS

Date:

April 30, 2024

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	More	Two or More Female
DETECTIVE	1	1	0					1					
POLICE LIEUTENANT	1	1	0	1									
POLICE OFFICER	11	9	2	5	1	2	1	2					
POLICE SERGEANT	3	2	1		1	1		1					
PROTECTIVE SERVICES OFFICER TRAINEE	2	1	1	1	1								
TELECOMMUNICATIONS DISPATCHER	3	2	1	2	1								
Total	21	16	5	9	4	3	1	4	0	0	0	0	0
4/2023 AA Plan	21	16	5	8	3	3	2	5	0	0	0	0	0
Change +/-	0	0	0	1	1	0	-1	-1	0	0	0	0	0
		76.2%	23.8%	42.9%	19.0%	14.3%	4.8%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Category:

VII. Maintenance

Titles:

All

Date: Ar

April 30, 2024

WORKFORCE ANALYSIS

Category or Class	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male			Two or More Female
BUILDING SUPERINTENDENT 2	1	0	1				1						
LEAD CUSTODIAN	8	6	2	2		3		1	2				
MAINTAINER	2	2	0			1		1					
SUPERVISING CUSTODIAN	3	2	1			2			1				
CUSTODIAN	67	44	23	12	3	26	15	5	5	1			
Total	81	54	27	14	3	32	16	7	8	1	0	0	0
4/2023 AA Plan	82	55	27	15	5	30	12	8	9	2	1	0	0
Change +/-	-1	-1	0	-1	-2	2	4	-1	-1	-1	-1	0	0
		66.7%	33.3%	17.3%	3.7%	39.5%	19.8%	8.6%	9.9%	1.2%	0.0%	0.0%	0.0%

Category:

Titles: WORKFORCE ANALYSIS-AGE ANALYSIS

Date:

April 30, 2024

20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+	Total
0	0	0	1	4	3	7	6	5	4	1	0	31
0	2	9	37	62	52	64	62	60	34	25	6	413
1	12	30	35	41	36	37	27	23	15	2	2	261
0	2	5	8	7	9	13	12	16	5	1	0	78
0	0	0	1	0	0	2	0	1	0	0	0	4
2	4	0	1	5	2	2	6	7	3	0	0	32
1	1	0	2	3	0	8	5	1	0	0	0	21
0	1	5	7	11	10	16	13	10	7	0	1	81
4	22	49	92	133	112	149	131	123	68	29	9	921
	0 0 1 0 0 2 1	0 0 0 0 1 12 0 0 0 0 0 0 0 0 0 1 1 0 0 1	0 0 0 0 2 9 1 12 30 0 2 5 0 0 0 2 4 0 1 1 0 0 1 5	0 0 0 1 0 2 9 37 1 12 30 35 0 2 5 8 0 0 0 1 2 4 0 1 1 1 0 2 0 1 5 7	0 0 0 1 4 0 2 9 37 62 1 12 30 35 41 0 2 5 8 7 0 0 0 1 0 2 4 0 1 5 1 1 0 2 3 0 1 5 7 11	0 0 0 1 4 3 0 2 9 37 62 52 1 12 30 35 41 36 0 2 5 8 7 9 0 0 0 1 0 0 2 4 0 1 5 2 1 1 0 2 3 0 0 1 5 7 11 10	0 0 0 1 4 3 7 0 2 9 37 62 52 64 1 12 30 35 41 36 37 0 2 5 8 7 9 13 0 0 0 1 0 0 2 2 4 0 1 5 2 2 1 1 0 2 3 0 8 0 1 5 7 11 10 16	0 0 0 1 4 3 7 6 0 2 9 37 62 52 64 62 1 12 30 35 41 36 37 27 0 2 5 8 7 9 13 12 0 0 0 1 0 0 2 0 2 4 0 1 5 2 2 6 1 1 0 2 3 0 8 5 0 1 5 7 11 10 16 13	0 0 0 1 4 3 7 6 5 0 2 9 37 62 52 64 62 60 1 12 30 35 41 36 37 27 23 0 2 5 8 7 9 13 12 16 0 0 0 1 0 0 2 0 1 2 4 0 1 5 2 2 6 7 1 1 0 2 3 0 8 5 1 0 1 5 7 11 10 16 13 10	0 0 0 1 4 3 7 6 5 4 0 2 9 37 62 52 64 62 60 34 1 12 30 35 41 36 37 27 23 15 0 2 5 8 7 9 13 12 16 5 0 0 0 1 0 0 2 0 1 0 2 4 0 1 5 2 2 6 7 3 1 1 0 2 3 0 8 5 1 0 0 1 5 7 11 10 16 13 10 7	0 0 0 1 4 3 7 6 5 4 1 0 2 9 37 62 52 64 62 60 34 25 1 12 30 35 41 36 37 27 23 15 2 0 2 5 8 7 9 13 12 16 5 1 0 0 0 1 0 0 2 0 1 0 0 2 4 0 1 5 2 2 6 7 3 0 1 1 0 2 3 0 8 5 1 0 0 0 1 5 7 11 10 16 13 10 7 0	0 0 0 1 4 3 7 6 5 4 1 0 0 2 9 37 62 52 64 62 60 34 25 6 1 12 30 35 41 36 37 27 23 15 2 2 0 2 5 8 7 9 13 12 16 5 1 0 0 0 0 1 0 0 2 0 1 0 0 0 2 4 0 1 5 2 2 6 7 3 0 0 1 1 0 2 3 0 8 5 1 0 0 0 1 1 5 7 11 10 16 13 10 7 0 1

Category: Titles:

Date:

April 30, 2024

PART-TIME EMPLOYEES WORKFORCE ANALYSIS

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	Two or More Male	Two or More Female
Faculty- Lecturer	597	209	388	166	309	17	39	14	18	11	19	1	3
University Assistant	237	101	136	66	79	21	25	8	14	2	11	4	7
Total	834	310	524	232	388	38	64	22	32	13	30	5	10
Percentages	100.0%	37.2%	62.8%	27.8%	46.5%	4.6%	7.7%	2.6%	3.8%	1.6%	3.6%	0.6%	1.2%

Date: April 30, 2024

PERSONS WITH DISABILITIES IN FULL- TIME WORKFORCE BY OCCUPATIONAL CATEGORY

I. Executive	1
II. Faculty	28
III. Prof. Non Faculty	31
IV. Secretarial / Clerical	9
V. Tech / Paraprofessional	0
VI. Skilled Crafts	1
VII. Protective Services	0
VIII. Maintenance	5

7. Availability Analysis Section 46a-68-84

OCC. CATEGORY: Executive- All Titles REPORTING PERIOD: 4/30/2024

JOB TITLE: LMA: CT/National

FACTOR	TOTA	L MALE		TOTA	L FEMAL	E	WHI	TE MAI	LE	WHITE	FEMAL	E	BLA	CK MA	\LE	BLACK	FEMA	LE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	62.3	30	18.7	37.7	30	11.3	53.2	30	16.0	31.1	30	9.3	2.4	30	0.7	1.8	30	0.5
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	49.4	10	4.9	50.6	10	5.1	41.2	10	4.1	40.0	10	4.0	3.5	10	0.4	3.5	10	0.4
Educational Statistics	41.2	60	24.7	58.8	60	35.3	31.3	60	18.8	41.7	60	25.0	4.1	60	2.5	7.8	60	4.7
FINAL AVAIL. FACTOR			48.3			51.7			38.9			38.3			3.6			5.6
FACTOR	HISPAN				IC FEMAL		AAIANF			AAIANH			TWO OR			TWO OR N		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	3.0	30	0.9	2.7	30	8.0	2.5	30	8.0	1.5	30	0.5	1.1	30	0.3	0.6	30	0.2
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	1.2	10	0.1	2.4	10	0.2	2.4	10	0.2	4.7	10	0.5	1.2	10	0.1	0.0	10	0.0
Educational Statistics	3.1	60	1.9	5.3	60	3.2	2.1	60	1.3	2.9	60	1.7	0.6	60	0.4	1.0	60	0.6
FINAL AVAIL. FACTOR		3.1 60 1.9 5.3 60 5.2 2.1 60 1.3 2.9 4.2 2.3										2.7			0.8			0.8
	T = = = = -																	100.1
FACTOR			TATISTIC												THE FA	ACTOR		
Employment	Census-2										30%-lm							
	EEO-ALL				•		dence G	eograpl	hy							ire advan	ced deg	rees
	Connecticu										and rele	vant/cur	rent exp	erience).			
	Education	n Admin	istrators	and childe	care work	ers -11-9	9030/02	30										
Unemployment	No source	e used f	from uner	nploymer	nt jobseek	ers.					0%-This	source	was not	used in	this cat	egory.		
					•													
Promotional Pool	Promotab	le Pool	comes fr	om Profe	ssional No	on-Facu	Ity categ	ory job	titles.		10%-All p	ositions	in Admin	5, 6 & 7	in catego	ory 3 class	ifications	;
															y position	s into this	category	
	Digest of										60% - Be	st availab	ole sourc	e for				
Educational Statistics	Table 314			•		g Institu	tions; M	anagem	ent		education			•	•			
	Spring 20	23 table	e prepare	d Decem	ber 2023						Based o	n nation	al scope	of sea	rches in	this categ	jory.	

Executive-All Titles - En	nployed I	Pool Dat	ta										
Census Data 2014-2018	GТ	ТМ	TF	WM	WF	ВМ	BF	нм	HF	AAIAN HNPI-M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
Octions Data 2014-2010													
11-10XX/0010- Top Executives	31090	22725	8365	19900	7000	620	255	925	505	930	415	350	190
11-9030/0230-Educ Admin and childcare workers	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
TOTAL	45039	28040	16999	23970	14020	1065	790	1365	1235	1135	679	505	275
	100.0%	62.3%	37.7%	53.2%	31.1%	2.4%	1.8%	3.0%	2.7%	2.5%	1.5%	1.1%	0.6%
Executive-All Titles - Pro	motable	Pool Da	ata									1	
Promotional Pool	GТ	тм	TF	WM	WF	ВМ	BF	нм	HF	AAIAN HNPI-M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
Admin 5, 6 & 7	85	42	43	35	34	3	3	1	2	2	4	1	0
Total	85	42	43	35	34	3	3	1	2	2	4	1	0
		49.4%	50.6%	41.2%	40.0%	3.5%	3.5%	1.2%	2.4%	2.4%	4.7%	1.2%	0.0%
Executive-All Titles- Edu	cational l	Data											
Educational Data	GТ	ТМ	TF	WM	WF	ВМ	BF	НМ	HF	AAIAN HNPI-M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
Table 314.40 Management	266130	109769	156361	83304	111043	11040	20633	8273	14151	5641	7848	1511	2686
TOTAL		41.2%	58.8%	31.3%	41.7%	4.1%	7.8%	3.1%	5.3%	2.1%	2.9%	0.6%	1.0%
	•	•			•	-	-		-	•	•	4	

OCC. CATEGORY: Professor REPORTING PERIOD: 4/30/2024

TITLE: CT/National LMA:

FACTOR	ТОТ	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	48.4	10	4.8	51.6	10	5.2	36.2	10	3.6	37.9	10	3.8	1.7	10	0.2	3.8	10	0.4
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	46.8	80	37.4	53.2	80	42.6	35.1	80	28.1	41.5	80	33.2	4.3	80	3.4	4.3	80	3.4
Educational Data	58.1	10	5.8	41.9	10	4.2	43.7	10	4.4	31.4	10	3.1	2.5	10	0.3	2.6	10	0.3
FINAL AVAIL. FACTOR			48.0			52.0			36.1			40.1			3.9			4.1
FACTOR	HISPA	NIC MA	LE	HISPAN	IIC FEM	IALE	AAIANI	INPI MA	LE	AAIANI	INPI FEI	MALE	TWO OR	MORE I	MALE	TWO OR	MORE F	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	2.4	10	0.2	2.4	10	0.2	7.2	10	0.7	6.4	10	0.6	0.9	10	0.1	1.1	10	0.1
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	2.1	80	1.7	4.3	80	3.4	5.3	80	4.2	3.2	80	2.6	0.0	80	0.0	0.0	80	0.0
Educational Data	2.8	10	0.3								10	0.5	0.5	10	0.1	0.5	10	0.1
FINAL AVAIL. FACTOR			2.2			3.8			5.8			3.7			0.2			0.2
FACTOR	SOUR	CF OF	STATIS	TIC							RF/	ASON F	OR WE	IGHTIN	G THE	FACTOR		100.1
Employment				O Occu	p.Code	List								_		ith expe		
			•	•		,	or Resid		eograph	ny		ost for s						
Unemployment				nemplo						0%-Thi	s source	e was no	ot used	in this c	ategory.			
Promotional Pool			sed on a		ent of t	he eligik	ole (5 ye	ars in ra	ank)		80%-Pr	omotions	occur fro	om Asso	ciate Pro	fessor le	vel.	
					e 315.20) Spring	2021 thro	ough Spr	ing 2023	3	10% - P	rofessors	s and Ass	sociate F	Professor	'S		
Educational Statistics	Professo					. 0		· '	Ü		educatio	onal stati	stics use	d based	on			
	(Table	prepare	d Nover	nber 202	23)						national	scope o	f searche	s in this	category	<i>/</i> .		

2.8%

2.8

2.6

2.2%

2.2

8.6%

8.6

5.2%

5.2

0.5%

0.5

0.5%

Professor - Employed F	Pool Dat	ta											
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIAN HNPI- M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
25-1000/2205- Post-secondary													
Teachers	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
TOTAL	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
	100%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%
		48.4	51.6	36.2	37.9	1.7	3.8	2.4	2.4	7.2	6.4	0.9	1.1
Promo Pool For Professor													
Promo Pool	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIAN HNPI- M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
From Associate Professor (eligible for promotion)	94	44	50	33	39	4	4	2	4	5	3	0	0
TOTAL	94	44	50	33	39	4	4	2	4	5	3	0	0
	100%	46.8%	53.2%	35.1%	41.5%	4.3%	4.3%	2.1%	4.3%	5.3%	3.2%	0.0%	0.0%
	•	46.8	53.2	35.1	41.5	4.3	4.3	2.1	4.3	5.3	3.2	0.0	0.0
Professor - Educational	Data			<u> </u>		<u>u</u>		<u> </u>		•	•		
Educational Data	GT	ТМ	TF	WM	WF	вм	BF	нм	HF	AAIAN HNPI- M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
Educational Data				00.050	50.474	4.007	0.540	1.004	0.000	40.705	7.000		
Professor	183570	116,028	67,542	89,250	52,171	4,307	3,513	4,891	3,326	16,765	7,868	815	664
Associate Professor	153827	79,932	73,895	58080	53856	4224	5291	4515	4131	12218	9607	895	1010
TOTAL	337397	195960	141437	147330	106027	8531	8804	9406	7457	28983	17475	1710	1674

58.1% 41.9% 43.7% 31.4% 2.5% 2.6%

31.4

2.5

43.7

58.1

41.9

OCC. CATEGORY: Associate Professor REPORTING PERIOD: 4/30/2024

TITLE: LMA: CT/National

FACTOR	TOT	AL MALE		TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	CK FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	48.4	15	7.3	51.6	15	7.7	36.2	15	5.4	37.9	15	5.7	1.7	15	0.3	3.8	15	0.6
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	33.3	70	23.3	66.7	70	46.7	22.2	70	15.5	55.6	70	38.9	0.0	70	0.0	0.0	70	0.0
Educational Data	48.1	15	7.2	51.9	15	7.8	33.8	15	5.1	36.4	15	5.5	2.9	15	0.4	4.3	15	0.6
FINAL AVAIL. FACTOR			37.8			62.2			26.0			50.1			0.7			1.2
FACTOR	HISDA	NIC MALE	:	HISPAN	IIC EEM	AI E	AAIANH	INDI MA	1 =	AAIAN	INDI EEI	MALE	TWO OR	MODE I	MALE	two or	MODE E	EMALE
IACION	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	2.4	15	0.4	2.4	15	0.4	7.2	15	1.1	6.4	15	1.0	0.9	15	0.1	1.1	15	0.2
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	0.0	70	0.0	0.0	70	0.0	11.1	70	7.8	11.1	70	7.8	0.0	70	0.0	0.0	70	0.0
Educational Data	3.0	15	0.5	3.2	15	0.5	7.8	15	1.2	7.0	15	1.1	0.7	15	0.1	0.9	15	0.1
FINAL AVAIL. FACTOR			0.9			0.9			10.1			9.9			0.2			0.3
																		100.3
FACTOR		CE OF ST											OR WE			FACTO	R	
Employment		-2014-201		•			.	0			15%-In	nportant	source	of appli	cants			
		_L01R-Oc icut Data- F						ce Geo	grapny									
Unemployment		ce used fi									∩%-Thi	s source	e was no	nt used	in this c	ategory		
Onemployment	140 3001	oc asca n	om unc	, i i pio y i i i	ont job.	occitoro	•				0 / 0 1111	5 50010	o was no	ot uscu		atogory.		
Promotional Pool	Promoti	ons based	d on ass	sessmen	t of the	eliaible	(5 vears	in rank	()		70%-His	storically	promotic	ons occu	ır from A	ssociate	Professo	r
		nt Profess				3	(-)		,		level .	,	•					
Educational Statistics	Digest o	f Education	Statistic	s Table 3	15.20 S	pring 20	21 throug	h Spring	2023		15% - A	ssociate	Professo	rs and A	Assistant	Professo	r	
	Associat	e Professo	r and As	sistant Pr	ofessor						educatio	nal stati	stics use	d based	on natio	nal scope	е	
	(Table p	prepared N	lovemb	er 2023))						of searc	hes in th	is catego	ry.				

Associate Professor - E	mplove	ed Pool Da	ata										
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	нм	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
25-1000/2205- Post-secondary													
Teachers	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
TOTAL	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
%	100%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%
		48.4	51.6	36.2	37.9	1.7	3.8	2.4	2.4	7.2	6.4	0.9	1.1
Promo Pool For Associate Professor													
Promo Pool	GT	тм	TF	WM	WF	вм	BF	НМ	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
From Assistant Professor (eligible for promotion)	27	9	18	6	15	0	0	0	0	3	3		
TOTAL	27	9	18	6	15	0	0	0	0	3	3		
	100%	33.3%	66.7%	22.2%	55.6%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%		
		33.3	66.7	22.2	55.6	0.0	0.0	0.0	0.0	11.1	11.1		
Associate Professor - Ed	ducation	nal Data											
	GT	TM	TF	WM	WF	ВМ	BF	НМ	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
Educational Data	1-000-	=											
Associate Professor	153827	79,932		58080	53856	4224	5291	4515	4131	12218	9607	895	1010
Assistant Professor	156020	69,225	,	46595		4797	8106	4740	5663	11933		1160	
TOTAL	309847	149157			112931	9021	13397	9255	9794	24151	21784	2055	
		48.1%	51.9%	33.8%	36.4%	2.9%	4.3%	3.0%	3.2%	7.8%	7.0%	0.7%	0.9%
		48.1	51.9	33.8	36.4	2.9	4.3	3.0	3.2	7.8	7.0	0.7	0.9

OCC. CATEGORY: Assistant Professor REPORTING PERIOD: 4/30/2024

TITLE: LMA: CT/National

FACTOR	TOT	AL MALI	E	TOTAL	FEMALE		WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	\LE	BLAC	CK FEN	IALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	48.4	25	12.1	51.6	25	12.9	36.2	25	9.1	37.9	25	9.5	1.7	25	0.4	3.8	25	1.0
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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
Educational Statistics	43.6	75	32.7	56.4	75	42.3	30.8	75	23.1	39.6	75	29.7	2.9	75	2.2	4.9	75	3.7
FINAL AVAIL. FACTOR			44.8			55.2			32.2			39.2			2.6			4.7
				_		1										1		
FACTOR	.	ANIC MA			FEMALE	14/5	AAIANH			AAIANI			TWO OR			TWO OR		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	2.4	25	0.6	2.4	25	0.6	7.2	25	1.8	6.4		1.6	0.9	25	0.2	1.1	25	0.3
Unemployment	0.0		0.0	0.0	0	0.0	0.0	0	0.0	0.0		0.0	0.0	0	0.0	0.0	0	0.0
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
Educational Statistics	3.5	75	2.6	4.4	75	3.3	5.6	75	4.2	6.4	75	4.8	0.7	75	0.5	1.1	75	0.8
FINAL AVAIL. FACTOR			3.2			3.9			6.0			6.4			0.7			1.1
																		100.0
FACTOR			TATISTIC													FACTO		
Employment				Occup.Coc			_				25%-In	nportant	source	of appli	icants in	to vacar	ncies at	this level.
					Ethnicity fo			ograph	У									
	Connec	ticut - Po	st second	dary Leach	ers - 25-10	000/220	5											
Unemployment	No sour	ce used t	from unei	mployment	t jobseeker	S.					0%-Th	is source	e was no	ot used	in this c	ategory	•	
Promotional Pool	No Pron	No Dromotoble Deel									0% No	promotal	ole pool u	isod in th	nic cated	on/		
Fromotional Fooi	No Promotable Pool										U 70-INU	promotat	ne poor u	iseu iii ii	iis caleg	Ory.		
Educational Statistics	Digest of	rigest of Education Statistics Table 315.20 Spring 2020 through Spring 2022										ssistant	Professo	rs, instru	ictors an	d lecture	rs,	
	Assistar	nt Profess	sor, Instru	ıctor, & Le	cturer						education	onal stati	stics use	d, based	d on natio	nal scop	e of sea	rches
	(Table p	repared	January 2	2023)							in this	category.						

Used for Assistant Profe	ssor Er	mployed	Pool Dat	a									
Census Data 2014-2018	GT	TM	TF	WM	WF	вм	BF	НМ	HF	AAIA NHNP I-M		TWO or MORE M	TWO or MORE F
25-1000/2205- Post-secondary													
Teachers	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
TOTAL	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
%	100%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%
		48.4	51.6	36.2	37.9	1.7	3.8	2.4	2.4	7.2	6.4	0.9	1.1

Assistant Professor -	Education	al Data											
Educational Data	GT	тм	TF	WM	WF	вм	BF	НМ	HF		AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
Assistant Professor	156020	69,225	86,795	46595	59075	4797	8106	4740	5663	11933	12177	1160	1774
Instructor	88584	37,545	51,039	27612	36597	2625	4674	3805	4872	2902	4033	601	863
Lecturer	43313	18,755	24,558	14530	18399	1055	1434	1488	2144	1394	2192	288	389
TOTAL	287917	125,525	162,392	88737	114071	8477	14214	10033	12679	16229	18402	2049	3026
		43.6%	56.4%	30.8%	39.6%	2.9%	4.9%	3.5%	4.4%	5.6%	6.4%	0.7%	1.1%
		43.6	56.4	30.8	39.6	2.9	4.9	3.5	4.4	5.6	6.4	0.7	1.1

OCC. CATEGORY: Coaches REPORTING PERIOD: 4/30/2024

TITLE: LMA: CT/National

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	51.3	15	7.7	48.7	15	7.3	38.7	15	5.8	36.7	15	5.5	2.7	15	0.4	3.5	15	0.5
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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
Educational Statistics	73.7	85	62.6	26.3	85	22.4	52.3	85	44.5	19.4	85	16.5	13.9	85	11.8	4.1	85	3.5
FINAL AVAIL. FACTOR			70.3			29.7			50.3			22.0			12.2			4.0
FACTOR	LUCD	ANIC M		Lucas	FEN		1	INIDI MAA			INDI EEI					I		
FACTOR	RS	VW	WF	HISPAN RS	VW	WF	AAIANI RS	VW	WF	AAIANH RS	VW	WF	TWO OR	WORE I	WF	TWO OR	VW	WF
Employment	2.7	15	0.4	2.1	15	0.3	6.0		0.9	5.5		0.8	1.2	15	0.2	0.9	15	0.1
Employment			0.4												0.2			
Unemployment	0.0	0		0.0	0	0.0	0.0		0.0	0.0	0	0.0	0.0	0		0.0	0	0.0
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
Educational Statistics	3.1	85	2.6	1.2	85	1.0	4.4	85	3.7	1.7	85	1.4	0.0	85	0.0	0.0	85	0.0
FINAL AVAIL. FACTOR			3.0			1.3			4.6			2.2			0.2			0.1
FACTOR	SOLID	CE OE	STATIS	TIC							DE	SON E	OD WEI	CHTIN	C THE	FACTOR)	99.9
				O Occu	n Codo	Liet								_		FACTOR	`	
Employment				y Sex, F			or Posid	lonco G	oograph		1370-111	ιρυπαπι	source	ог аррп	Carits.			
				ondary					eograpi	ıy								
				s, coach														
Unemployment	27 202	0/2/21	7 timoto	3, 00001	05, um	pii co a i	related v	VOINCIS			0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool	No Pro	motable	Pool								0%-No p	oromotab	ole pool u	sed in th	nis categ	ory.		
	Nationa	I NCAA	\ Data								85% - H	ead Coa	ches & A	Assistant	t Coache	s		
Educational Statistics	Head C	coaches	& Assis	stant Co	aches						educatio	onal statis	stics used	d.				

Used for Coaches Emplo	yed Po	ol Data											
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIAN HNPI- M	AAIAN HNPI-F	I MORE	TWO or MORE F
25-1000/2300- Post-Secondary													
Teachers	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
27-2020/2721- Athletes, coaches, umpires & related	4900	3095	1805	2385	1570	335	105	180	35	70	80	125	15
TOTAL	24855	12755	12100	9610	9125	680	860	665	520	1500	1365	300	230
%	100%	51.3%	48.7%	38.7%	36.7%	2.7%	3.5%	2.7%	2.1%	6.0%	5.5%	1.2%	0.9%
		51.3	48.7	38.7	36.7	2.7	3.5	2.7	2.1	6.0	5.5	1.2	0.9

NCAA Statistical Data for Coaches

	GT	ТМ	TF	WM	WF	вм	BF	нм	HF	AAIAN HNPI- M	AAIAN HNPI-F	TWO or MORE M	TWO or MORE F
Head/Assistant Coaches	12324	9078	3246	6,442	2,385	1,708	509	388	145	540	207	0	0
TOTAL	12324	9078	3246	6442	2385	1708	509	388	145	540	207	0	0
	100%	73.7%	26.3%	52.3%	19.4%	13.9%	4.1%	3.1%	1.2%	4.4%	1.7%	0.0%	0.0%
		73.7	26.3	52.3	19.4	13.9	4.1	3.1	1.2	4.4	1.7	0.0	0.0

OCC. CATEGORY: **Professional Non-Faculty** REPORTING PERIOD:

4/30/2024

TITLE: LMA: CT/National

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHIT	WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	
Employment	51.7	40	20.7	48.3	40	19.3	37.6	40	15.0	37.4	40	15.0	3.0	40	1.2	3.6	40	1.4	
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	
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	
Educational Statistics	39.7	60	23.8	60.3	60	36.2	27.9	60	16.7	40.0	60	24.0	3.9	60	2.3	7.1	60	4.3	
FINAL AVAIL. FACTOR			44.5			55.5			31.7			39.0			3.5			5.7	
FACTOR	HISPANIC MALE		HISPANIC FEMALE		AAIANHNPI MALE				TWO OR MORE MALE			TWO OR MORE FEMALE							
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	
Employment	3.3	40	1.3	3.7	40	1.5	7.7	40	3.1	3.6		1.4	0.8	40	0.3	0.7	40	0.3	
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	
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	
Educational Statistics	3.9	60	2.3	6.7	60	4.0	3.2	60	1.9	5.2	60	3.1	8.0	60	0.5	1.3	60	0.8	
FINAL AVAIL. FACTOR			3.6			5.5			5.0			4.5			0.8			1.1	
	1																	100.4	
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR								
Employment	Census-2014-2018 EEO Occup.Code List										40%-Most positions are recruited from outside agencies								
	EEO-ALL01R-Occup by Sex, Race/Ethnicity for Residence Geography										colleges/universities and private sector.								
	Connecticut Data-Educ Admin -11-9030/0230																		
	Computer & Info Systems Mgrs-11-3021/0110, Financial Managers-11-3031/0120																		
		Social & Community Service Mgrs-11-9151/0420, HR Wkrs-13-1070/0630 Accountants & Aud 13-2011/0800,																	
		Software & Web Developers, Programmers & Testers - 15-1250/1010																	
	Librarians, Curators & Archivists-25-4000/2400																		
Unemployment	No source used from unemployment jobseekers.										0%-This source was not used in this category.								
 											l							1	
Promotional Pool	No promotable/transferable pool									0%-No promotable/transferable pool.									
	US Dept of Education, National Center for Education Statistics									60%- Best available source for									
Educational Statistics											educational statistics from all Colleges/Universities.								
												Weight assigned by national scope of searches.							
	design, entertainment Sport & media, Librarians, Curators, & Archivists,																		
	Student & Academic Affairs & Other Education Services Table 314.40 Spring 2023-																		
	Table prepared December 2023																		

	Non-Faculty - Employed Pool Data												
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	нм	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
11-9030/0230-Educ Admin and childcare workers	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
11-3021/0110-Computer & Info Systems Mgrs	10305	7380	2925	5145	2135	415	105	400	220	1420	465	100	25
11-3031/0120-Financial Managers	19779	11005	8774	9105	6990	335	530	845	890	720	364	85	150
11-9151/0420-Social & Community Service Mgrs	5730	1775	3955	1170	2995	375	535	195	370	35	55	135	60
13-1070/0630-Human Resources Workers	9844	2564	7280	2180	5555	150	855	220	640	14	230	35	75
13-2011/0800-Accountants & Auditors	28355	13430	14925	10905	11590	955	1175	740	1065	830	1095	90	235
15-1250/1010-Software & Web Developers, Programmers & Testers	22920	17410	5510	10190	3390	710	305	870	270	5640	1545	345	195
25-4000/2400-Librarians, Curators & Archivists	5040	1005	4035	830	3670	65	175	80	65	30	125	0	30
TOTAL	115922	59884	56038	43595	43345	3450	4215	3790	4250	8894	4143	945	855
%	100%	51.7%	48.3%	37.6%	37.4%	3.0%	3.6%	3.3%	3.7%	7.7%	3.6%	0.8%	0.7%
·		51.7	48.3	37.6	37.4	3.0	3.6	3.3	3.7	7.7	3.6	0.8	0.7

Educational Statistical Data	for Pro	fession	al Non-	Faculty									
Table 314.40	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
Business & Financial Operations	230878	61528	169350	42613	111057	6206	20908	6785	19523	4763	14374	1161	3488
Computers, Science & Engineering	221367	129958	91409	91483	57564	8426	7759	11964	9061	15490	14980	2595	2045
Community, Social Service, Legal, arts, design, Entertainment, Sports & Media	195472	83786	111686	60236	75948	11098	13206	7447	13315	3275	6342	1730	2875
Librarians, Curators, & Archivists	36193	10795	25398	8496	19246	652	2099	901	1814	588	1755	158	484
Student & Academic Affairs & Other Education Services	163825	50173	113652	33885	75178	6511	16278	5787	13425	2947	6236	1043	2535
TOTAL	847735	336240	511495	236713	338993	32893	60250	32884	57138	27063	43687	6687	11427
		39.7%	60.3%	27.9%	40.0%	3.9%	7.1%	3.9%	6.7%	3.2%	5.2%	0.8%	1.3%
_		39.7	60.3	27.9	40.0	3.9	7.1	3.9	6.7	3.2	5.2	0.8	1.3

OCC. CATEGORY: Secretarial Clerical - Varied REPORTING PERIOD: 4/30/2024

TITLE: LMA: New Haven

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WH	TE MA	LE	WHIT	TE FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	10.5	80	8.4	89.5	80	71.6	6.7	80	5.4	67.6	80	54.1	1.2	80	1.0	8.3	80	6.6
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	2.4	20	0.5	97.6	20	19.5	0.0	20	0.0	51.2	20	10.2	2.4	20	0.5	34.1	20	6.8
FINAL AVAIL. FACTOR			8.9			91.1			5.4			64.3			1.5			13.4
FACTOR	HISP	ANIC M	IALF	HISPA	NIC FE	MALE	AAIAN	HNPI M	ALF	ΔΔΙΔΝ	HNPI F	EMALE	TWO OR	MORE I	MΔIF	TWO OR	MORF F	FMAI F
- ACTOR	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	1.9	80	1.5	9.7	80	7.8	0.3	80	0.2	1.9	80	1.5	0.4	80	0.3	1.9	80	1.5
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	0.0	20	0.0	12.2	20	2.4	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
FINAL AVAIL. FACTOR			1.5			10.2			0.2			1.5			0.3			1.5
FINAL AVAIL. FACTOR			1.5			10.2			0.2			1.5			0.3			99.8
FACTOR	SOUR	CE OF	STATIS	TIC							REA	ASON F	OR WE	IGHTIN	G THE	FACTO	₹	33.0
Employment	Census	s-2014-2	2018 EE	O Occu	p.Code	List					80%-M	ost posi	tions are	e recruit	ed from	outside	agenci	es,
	EEO-A	LL01R-	Occup b	y Sex, F	Race/Et	hnicity for	or Resid	lence G	eograph	ıy	college	s and te	chnical	schools	i.			
	New Ha	aven Co	ounty -S	ecretarie	s & Ad	min Ass	ts- 43-6	010/571	10									
	Other C	Office &	Admin S	Support	Worker	s-43-90	00/5810											
Unemployment	No sou	rce use	d from u	nemplo	/ment jo	obseeke	ers.				0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool				in this o		onal cat	egory fro	om emp	loyees		classific	romotablation. De	egree of		-	the Secr	etary 2	

Used for Secretarial C	lerical	-Varied	d - Emp	loyed	Pool D	ata							
Census Data 2014-2018	GT	ТМ	TF	WM	WF	ВМ	BF	нм	HF	AAIANHNP I-M	AAIANHNP I-F	IMORE	TWO or MORE F
43-6010/5710- Secretaries & Admin Assistants	10895	515	10380	250	8275	100	905	150	880	0	225	15	95
43-9000/5810- Other Office & Admin Support Workers	9450	1620	7830	1105	5485	145	790	235	1095	60	160	75	300
TOTAL	20345	2135	18210	1355	13760	245	1695	385	1975	60	385	90	395
	100%	10.5%	89.5%	6.7%	67.6%	1.2%	8.3%	1.9%	9.7%	0.3%	1.9%	0.4%	1.9%
		10.5	89.5	6.7	67.6	1.2	8.3	1.9	9.7	0.3	1.9	0.4	1.9

Promo Pool For Secretarial Clerical, Varied - Promotable Pool Data													
Promo Pool	GT	TM	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	MCH	TWO or MORE F
Secretary 2	41	1	40		21	1	14		5	0	0	0	0
TOTAL	41	1	40	0	21	1	14	0	5	0	0	0	0
%	100%	2.4%	97.6%	0.0%	51.2%	2.4%	34.1%	0.0%	12.2%	0.0%	0.0%	0.0%	0.0%
_		2.4	97.6	0.0	51.2	2.4	34.1	0.0	12.2	0.0	0.0	0.0	0.0

OCC. CATEGORY: Secretarial Clerical REPORTING PERIOD: 4/30/2024

TITLE: Secretary 2 LMA: New Haven

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHI	TE FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	4.7	70	3.3	95.3	70	66.7	2.3	70	1.6	76.0	70	53.2	0.9	70	0.6	8.3	70	5.8
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	50.0	30	15.0	50.0	30	15.0	7.1	30	2.1	21.4	30	6.4	14.3	30	4.3	21.4	30	6.4
FINAL AVAIL. FACTOR			18.3			81.7			3.7			59.6			4.9			12.2
FACTOR	HISP	ANIC M	IALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	ALE	AAIAN	IHNPI F	EMALE	TWO OR	MORE N	MALE	Two or	MORE F	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	1.4	70	1.0	8.1	70	5.7	0.0	70	0.0	2.1	70	1.5	0.1	70	0.1	0.9	70	0.6
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	14.3	30	4.3	0.0	30	0.0	14.3	30	4.3	0.0	30	0.0	0.0	30	0.0	7.1	30	2.1
FINAL AVAIL. FACTOR			5.3			5.7			4.3			1.5			0.1			2.7
FACTOR	SOUR	CE OF	STATIS	TIC							REA	ASON F	OR WE	IGHTIN	G THE	FACTO	₹	100.0
Employment		LL01R-	Occup b	O Occu y Sex, F ecretarie	Race/Et	hnicity fo			ny		ost posi s and te				outside	agenci	es,	
Unemployment	-			nemplo							0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool	Promot in the S	•		in this o			-		loyees			romotablecretary	•		-	esificatio	ne	

Used for Secretarial Clerical - Secretary 2 - Employed Pool Data

Used for Secretarial C	lerical -	- Secre	etary 2	- Empl	oyed P	ool Da	ta						
Census Data 2014-2018	GТ	TM	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	TWO or MORE M	TWO or MORE F
43-6010/5710- Secretaries & Admin Assistants	10895	515	10380	250	8275	100	905	150	880	0	225	15	95
TOTAL	10895	515	10380	250	8275	100	905	150	880	0	225	15	95
	100%	4.7%	95.3%	2.3%	76.0%	0.9%	8.3%	1.4%	8.1%	0.0%	2.1%	0.1%	0.9%
		4.7	95.3	2.3	76.0	0.9	8.3	1.4	8.1	0.0	2.1	0.1	0.9

Promo Pool For Secretarial Clerical- Secretary 2 - PromotablePool Data													
Promo Pool	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	IMORE	TWO or MORE F
Secretary 1	7	6	1	0	1	2		2		2	0	0	0
Office Assistant	7	1	6	1	2		3						1
TOTAL	14	7	7	1	3	2	3	2	0	2	0	0	1
%	100%	50.0%	50.0%	7.1%	21.4%	14.3%	21.4%	14.3%	0.0%	14.3%	0.0%	0.0%	7.1%
		50.0	50.0	7.1	21.4	14.3	21.4	14.3	0.0	14.3	0.0	0.0	7.1

OCC. CATEGORY: Technical Paraprofessional REPORTING PERIOD: 4/30/2024

TITLE: LMA: New Haven

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MAI	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	28.9	100	28.9	71.1	100	71.1	16.0	100	16.0	41.8	100	41.8	3.9	100	3.9	9.7	100	9.7
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			28.9			71.1			16.0			41.8			3.9			9.7
FACTOR	HISP	ANIC M	ALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	ALE	AAIAN	HNPI F	EMALE	TWO OR	MORE I	MALE	TWO OR	MORE F	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	7.0	100	7.0	11.6	100	11.6	1.7	100	1.7	4.3	100	4.3	0.2	100	0.2	3.7	100	3.7
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			7.0			11.6			1.7			4.3			0.2			3.7
FACTOR	SOUR	CE OF	STATIS	TIC							RE/	ASON F	OR WEI	GHTIN	G THE	FACTOR	₹	99.9
	Census	s-2014-2 LL01R-0 aven Co	2018 EE Occup b ounty -O	O Occu y Sex, F ther tea	Race/Etl chers, ir	hnicity fo	or Resid rs, educ		eograph	ıy		-	sitions a echnical			m outsid	e ageno	ies,
Unemployment	No sou					obseeke	ers.				0%-Thi	s source	e was no	t used	in this c	ategory.		
Promotional Pool	No Pro	motable	/Transfe	erable P	ool.						0%- No	Promota	ble/Trans	ferable	Pool.			

Used for Technical Par	aprofe	ssiona	ıl - Emp	oloyed	Pool D	ata							
Census Data 2014-2018	GТ	тм	TF	WM	WF	вм	BF	нм	HF	AAIANHNP I-M	AAIANHNP I-F	TWO or MORE M	TWO or MORE F
25-XXXX/2350-Other teachers, instructors, education, training & library workers	4065	1175	2890	650	1700	160	395	285	470	70	175	10	150
TOTAL	4065	1175	2890	650	1700	160	395	285	470	70	175	10	150
	100%	28.9%	71.1%	16.0%	41.8%	3.9%	9.7%	7.0%	11.6%	1.7%	4.3%	0.2%	3.7%
		28.9	71.1	16.0	41.8	3.9	9.7	7.0	11.6	1.7	4.3	0.2	3.7

OCC. CATEGORY: Skilled Craft Workers REPORTING PERIOD: 4/30/2024

TITLE: LMA: New Haven

FACTOR	ТОТ	AL MA	LE	TOTA	L FEM	ALE	WHI	ITE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	96.9	80	77.5	3.1	80	2.5	73.1	80	58.5	1.8	80	1.4	6.1	80	4.9	0.6	80	0.5
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	71.4	20	14.3	28.6	20	5.7	14.3	20	2.9	0.0	20	0.0	42.9	20	8.6	7.1	20	1.4
FINAL AVAIL. FACTOR			91.8			8.2			61.4			1.4			13.5			1.9
FACTOR	HISP	ANIC N	IALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	IALE	AAIAN	HNPI F	EMALE	TWO OR	MORE I	MALE	TWO OR	MORE F	EMALE
	RS	VW	WF											WF				
Employment	16.3	80	13.0	0.4	80	0.3	0.7	80	0.6	0.1	80	0.1	0.6	80	0.5	0.3	80	0.2
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	14.3	20	2.9										0.0					
FINAL AVAIL. FACTOR			15.9			4.6			0.6			0.1			0.5			0.2
FACTOR	SOUR	CE OF	STATIS	TIC							RF/	SON F	OR WE	IGHTIN	G THE I	FACTOR	?	100.1
Employment				O Occu	n Code	List							~			outside	=	es
	EEO-Al New Hat Electricia Pipelayer Other In	LL01R- ven Cou ans-47-2 s, Plumbe stallation	Occup b nty - Car 2111/635 ers, Pipefi n, Mainte	y Sex, F penters-4 5, tters, Etc nance, &	Race/Et 17-2031/ 47-2150/ repair w	hnicity fo 6230, 6441 vorkers-4	9-XXXX/		eograpl	ny	and this	s is the I nts.	argest s	source c	of potent	ial qualif	ied	
Unemployment	No sou	rce use	d from u	inemploy	/ment jo	obseeke	ers.				0%-Thi	s source	was no	ot used	in this c	ategory.		
Promotional Pool	Promot	able Po	ol - fron	n the Sei	rvice Ma	aintenar	nce - var	ried			20% - P classific		e Pool -	from the	Service	Maintena	nce - va	ried

Used for Skilled Craft	-Emplo	yed Po	ool Dat	a									
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	INCRE	TWO oi
47-2031/6230-Carpenters	4250	4190	60	2935	60	220	0	1005	0	10	0	20	0
47-2111/6355-Electricians	2514	2440	74	2030	50	185	20	225	4	0	0	0	0
47-2150/6441-Pipelayers, Plumbers, Pipefitters, Etc.	1638	1634	4	1405	0	40	0	185	4	4	0	0	0
49-XXXX/7010-Other Installation, Maintenance, & repair workers	7185	6840	345	5030	165	510	75	1125	55	100	10	75	40
TOTAL	15587	15104	483	11400	275	955	95	2540	63	114	10	95	40
	100%	96.9%	3.1%	73.1%	1.8%	6.1%	0.6%	16.3%	0.4%	0.7%	0.1%	0.6%	0.3%
		96.9	3.1	73.1	1.8	6.1	0.6	16.3	0.4	0.7	0.1	0.6	0.3
Promo Pool For Skilled Craft- PromotablePool Data													
Promo Pool	GT	тм	TF	WM	WF	вм	BF	НМ	HF	AAIA NHNP I-M	AAIA NHNP I-F	TWO or MORE M	TWO or MORE F
Serv Maint Varied(all titles except custodians)	14	10	4	2	0	6	1	2	3	0	0	0	0
TOTAL	14	10	4	2	0	6	1	2	3	0	0	0	0
	100%	71.4%	28.6%	14.3%	0.0%	42.9%	7.1%	14.3%	21.4%	0.0%	0.0%	0.0%	0.0%
		71.4	28.6	14.3	0.0	42.9	7.1	14.3	21.4	0.0	0.0	0.0	0.0

OCC. CATEGORY: Service Maintenance REPORTING PERIOD: 4/30/2024

TITLE: Varied LMA: New Haven

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	57.4	80	45.9	42.6	80	34.1	28.7	80	23.0	17.9	80	14.3	9.8	80	7.8	6.8	80	5.4
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	65.7	20	13.1	34.3	20	6.9	17.9	20	3.6	4.5	20	0.9	38.8	20	7.8	22.4	20	4.5
FINAL AVAIL. FACTOR			59.0			41.0			26.6			15.2			15.6			9.9
FACTOR	HISP	ANIC N	IALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	IALE	AAIAN	HNPI F	EMALE	TWO OR	MORE I	MALE	TWO OR	MORE F	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.6	80	12.5	15.2	80	12.2	1.3	80	1.0	1.4	80	1.1	2.0	80	1.6	1.3	80	1.0
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotional Pool	7.5	20	1.5	7.5	20	1.5	1.5	20	0.3	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
FINAL AVAIL. FACTOR			14.0			13.7			1.3			1.1			1.6			1.0
FACTOR	SOUR	CE OF	STATIS	TIC							RE/	ASON F	OR WE	IGHTIN	G THE	FACTOR	₹	100.0
Employment	Census	s-2014-2	2018 EE	O Occu	p.Code	List					80%-M	ost posi	tions are	e recruit	ed from	outside	agenci	es,
	New Ha	ven Cou Supvrs	nty - Bld of house	y Sex, F g Cleanin keeping caping, la	g Worke & janitor	ers- 37-20 ial wkrs 3	010/4220 37-1011/	4022		and pri	vate sec	tor.						
Unemployment				inemplo		_			37 1012		0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool	Promot	able po	ol used	in this o	ccupatio	onal cate	egory fro	om Cus	todians.		20% - F	Promotio	onal Poc	ol from (Custodia	ans		

U. 16.0. M. 24. Englis at Barton

Used for Serv Mainten	ance -E	Employ	ed Po	ol Data	l								
Census Data 2014-2018	GT	ТМ	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	TWO or MORE M	TWO or MORE F
37-2010/4220-Building Cleaning Workers	10345	5650	4695	2685	1950	1070	740	1640	1705	85	155	170	145
37-1011/4022- First line Supvrs of housekeeping & janitorial wkrs	489	345	144	270	70	20	40	40	30	15	4	0	0
37-1012/4210- First line Supvrs of landscaping, lawn svc & ground keeping workers	605	575	30	325	30	30	0	110	0	50	0	60	0
TOTAL	11439	6570	4869	3280	2050	1120	780	1790	1735	150	159	230	145
	100%	57.4%	42.6%	28.7%	17.9%	9.8%	6.8%	15.6%	15.2%	1.3%	1.4%	2.0%	1.3%
		57.4	42.6	28.7	17.9	9.8	6.8	15.6	15.2	1.3	1.4	2.0	1.3

Promo Pool For Service Maintenance- Varied Promotable Pool Data													
Promo Pool	GT	TM	TF	WM	WF	вм	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	IMORE	TWO or MORE F
Custodian	67	44	23	12	3	26	15	5	5	1			
TOTAL	67	44	23	12	3	26	15	5	5	1	0	0	0
	100%	65.7%	34.3%	17.9%	4.5%	38.8%	22.4%	7.5%	7.5%	1.5%	0.0%	0.0%	0.0%
		65.7	34.3	17.9	4.5	38.8	22.4	7.5	7.5	1.5	0.0	0.0	0.0

OCC. CATEGORY: **Service Maintenance** REPORTING PERIOD: 4/30/2024 TITLE: Custodians LMA: **New Haven**

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM	ALE	BLA	CK MA	ALE	BLAC	K FEN	IALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	54.6	100	54.6	45.4	100	45.4	26.0	100	26.0	18.8	100	18.8	10.3	100	10.3	7.2	100	7.2
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			54.6			45.4			26.0			18.8			10.3			7.2
FACTOR	HISP	ANIC N	IALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	ALE	AAIAN	HNPI F	EMALE	TWO OR	MORE I	MALE	TWO OR	MORE I	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.9	100	15.9	16.5	100	16.5	0.8	100	0.8	1.5	100	1.5	1.6	100	1.6	1.4	100	1.4
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			15.9			16.5			0.8			1.5			1.6			1.4
FACTOR	SOUR	CE OF	STATIS	TIC							RE/	SON F	OR WE	IGHTIN	G THE	FACTOR	₹	100.0
Employment	Census EEO-Al	-2014-2 LL01R-	2018 EE Occup b	O Occu y Sex, F	Race/Etl	hnicity fo	or Resid 37-2010		eograph		100%-F		s are red		from app			
Unemployment	No sou	rce use	d from u	inemplo	yment jo	obseeke	ers.				0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool	No pror	notable	pool.								0% - No	promotio	onal pool	since e	ntry level	position.		

Employ	ed Po	ol Data										
GТ	тм	TF	WM	WF	ВМ	BF	НМ	HF	AAIANHNP I-M	AAIANHNP I-F	MURE	TWO or MORE F
10345	5650	4695	2685	1950	1070	740	1640	1705	85	155	170	145
10345	5650	4695	2685	1950	1070	740	1640	1705	85	155	170	145
100%	54.6%	45.4%	26.0%	18.8%	10.3%	7.2%	15.9%	16.5%	0.8%	1.5%	1.6%	1.4%
	54.6	45.4	26.0	18.8	10.3	7.2	15.9	16.5	0.8	1.5	1.6	1.4
	GT 10345 10345	GT TM 10345 5650 10345 5650 100% 54.6%	GT TM TF 10345 5650 4695 10345 5650 4695 100% 54.6% 45.4%	10345 5650 4695 2685 10345 5650 4695 2685 100% 54.6% 45.4% 26.0%	GT TM TF WM WF 10345 5650 4695 2685 1950 10345 5650 4695 2685 1950 100% 54.6% 45.4% 26.0% 18.8%	GT TM TF WM WF BM 10345 5650 4695 2685 1950 1070 10345 5650 4695 2685 1950 1070 100% 54.6% 45.4% 26.0% 18.8% 10.3%	GT TM TF WM WF BM BF 10345 5650 4695 2685 1950 1070 740 10345 5650 4695 2685 1950 1070 740 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2%	GT TM TF WM WF BM BF HM 10345 5650 4695 2685 1950 1070 740 1640 10345 5650 4695 2685 1950 1070 740 1640 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2% 15.9%	GT TM TF WM WF BM BF HM HF 10345 5650 4695 2685 1950 1070 740 1640 1705 10345 5650 4695 2685 1950 1070 740 1640 1705 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2% 15.9% 16.5%	GT TM TF WM WF BM BF HM HF AAIANHNP I-M 10345 5650 4695 2685 1950 1070 740 1640 1705 85 10345 5650 4695 2685 1950 1070 740 1640 1705 85 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2% 15.9% 16.5% 0.8%	GT TM TF WM WF BM BF HM HF AAIANHNP AAIANHNP I.F 10345 5650 4695 2685 1950 1070 740 1640 1705 85 155 10345 5650 4695 2685 1950 1070 740 1640 1705 85 155 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2% 15.9% 16.5% 0.8% 1.5%	GT TM TF WM WF BM BF HM HF AAIANHNP I-M AAIANHNP I-F TWO or MORE MORE M 10345 5650 4695 2685 1950 1070 740 1640 1705 85 155 170 10345 5650 4695 2685 1950 1070 740 1640 1705 85 155 170 100% 54.6% 45.4% 26.0% 18.8% 10.3% 7.2% 15.9% 16.5% 0.8% 1.5% 1.6%

OCC. CATEGORY: Protective Services REPORTING PERIOD: 4/30/2024

TITLE: LMA: New Haven

FACTOR	TOT	AL MA	LE	TOTA	L FEM	ALE	WHI	TE MA	LE	WHIT	E FEM.	ALE	BLA	CK MA	LE	BLAC	K FEM	ALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	91.6	100	91.6	8.4	100	8.4	68.3	100	68.3	3.5	100	3.5	5.1	100	5.1	3.7	100	3.7
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			91.6			8.4			68.3			3.5			5.1			3.7
										1		0.0						<u> </u>
FACTOR	HISP	ANIC M	IALE	HISPA	NIC FE	MALE	AAIAN	HNPI M	ALE	AAIAN	HNPI F	EMALE	TWO OR	MORE I	MALE	TWO OR	MORE F	EMALE
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	14.4	100	14.4	1.1	100	1.1	2.9	100	2.9	0.1	100	0.1	0.9	100	0.9	0.0	100	0.0
Unemployment	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
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			14.4			1.1			2.9			0.1			0.9			0.0
																		100.0
FACTOR	SOUR	CE OF	STATIS	TIC							RE/	SON F	OR WE	IGHTIN	G THE	FACTOR	₹	
Employment	Census	-2014-2	2018 EE	O Occu	p.Code	List					100%-	ositions	s are red	cruited f	rom out	side age	encies,	
							or Resid				and loc	al munic	cipalities	S.				
			ounty - F	irst Line	Super\	isors of	Law Er	forcem	ent Wor	kers	Retired	Police (Officers	also ap	ply for v	/acancie	S.	
	33-1010	0/3700																
	Police Officers-33-3050/3870																	
Unemployment	No sou	rce use	d from u	inemplo	yment jo	obseeke	ers.				0%-Thi	s source	e was no	ot used	in this c	ategory.		
Promotional Pool	No pror	notable	pool us	ed in th	is occup	ational	categor	y.			All prom	notional o	pportunit	ties are f	rom with	in the cat	egory.	

Used for Protective Se	rvices	-Empl	oyed P	ool Da	ta								
Census Data 2014-2018	GT	TM	TF	WM	WF	вм	BF	НМ	HF	AAIANHN PI-M	AAIANHN PI-F	TWO or MORE M	TWO or MORE F
33-1010/3700-First line Spvrs of Law Enforcement	429	399	30	335	10	4	0	60	20	0	0	0	0
33-3050/3870-Police Officers	2309	2110	199	1535	85	135	100	335	10	80	4	25	0
TOTAL	2738	2509	229	1870	95	139	100	395	30	80	4	25	0
	100%	91.6%	8.4%	68.3%	3.5%	5.1%	3.7%	14.4%	1.1%	2.9%	0.1%	0.9%	0.0%
		91.6	8.4	68.3	3.5	5.1	3.7	14.4	1.1	2.9	0.1	0.9	0.0

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment level of institution, and primary occupation: Fall 2022

Sex, employment status,		American I	ndian/A	laska Nati		lack, Hispani se races	c, Pacific	Islander,	and Two	
control and level of institution, and primary			Percen	American Indian/Al aska		F) b	Hiscanic	Pacific	Two or more	
occupation	Total	Total	t\2\	Native	Asian	Black			races	White
1	2	3	4	5	6	7	8	9	10	11
All institutions	3,880,322	1,104,995	31.6	19,218	283,219	379,129	349,422	7,488	66,519	2,373,021
(instruction/research/public	1,507,641	368,475	26.9	6,682	133,072	112,055	93,538	2,599	20,529	999,329
Instruction	1,377,442	336,518	26.5	6,337	115,791	106,667	86,562	2,467	18,€94	935,727
Research	96,598	22,384	34.9	195	13,120	2,885	4,794	79	1,311	41,785
Public service	33,601	9,573	30,5	150	4,161	2,503	2,182	53	524	21,813
Graduate assistants	399,662	66,419	36.5	914	31,744	18,292	27,453	396	9,620	153,778
archivists Student and academic affairs and other education services	37,664 172,400	8,461 54,732	23.4	219	2,049 7,431	2,751	2,715 19,182	75 465	652 3,578	27,742
Management	276,746	73,150	27.3	1,367	13,028	31,673	22,424	461	4,197	194,34
cperations	241,520	77,208	33.4	1,217	17,401	27,114	26,308	519	4,649	153, 670
science	245,364	72,456	32.7	1,050	29,177	16,165	21,025	379	4,640	149,04
regar, arcs, design, entertainment, sports, and media	205,838					24,364	20,762	669	4,605	136,184
technicians		59,278	30.3	1,170	7,7€€	11,748	10,923	1	1,909	67,54
Service occupations	115,166	37,818	35.9	324	12,778	17,499	39,866		3,239	106,75
Sales and related occupations	221,083	102,196	48.9	1,861	9,053	1,829	1,318	1 1	3,239	6,07
support	10,683	3,993	39.7	97		53,560	54,078	1 1	7,423	211,41
Natural resources, construction, and maintenance	362,015 67,986	135,491	39.1 26.7	2,274 623	17,332	6,519	7,701	165	856	47,50
Production, transportation, and material moving	17,354	5, 984	36.2	153	546	2,811	2,129	58	287	10,56
-	177334	3/301	3012	100						
Male	1,708,740			V 1				1 1		
		446.4211	29.8	8.010	129.793	139,662	139,823	3.289	25,844	1,050,823
(instruction/research/public		169,707	29.8	8,010 2,978	129,793 69,913	139,662 43,158	139,823 43,323		25,844 8,577	
(instruction/research/public	731,113	169,707	25.8	2,978	69,913	43,158	43,323	1,158	8,577	486,91
· ·	731,113 661,867	169,707 154,283	25.8 25.4	2,978 2,855	69,913 60,640	43,158 41,138	43,323	1,158 1,089		486,91
Instruction	731,113 661,867 53,562	169,707 154,283 11,268	25.8 25.4 33.1	2,978 2,855 76	69,913 60,640 7,212	43,158 41,138 1,155	43,323 40,761 2,207	1,158 1,089 46	8,577 7,800	486,91 453,81 22,73
Instruction Research	731,113 661,867 \$3,582 15,664	169,707 154,283 11,268 4,156	25.8 25.4 33.1 28.6	2,978 2,855 76 47	69,913 60,640 7,212 2,061	43,158 41,138 1,155 865	43,323 40,761 2,207 955	1,158 1,089 46 23	8,577 7,800 572 205	486,91 453,81 22,73 10,35
Instruction Research Public service	731,113 661,867 53,582 15,664 196,558	169,707 154,283 11,268 4,156 38,563	25.8 25.4 33.1 28.6 35.8	2,978 2,855 76 47 372	69,913 60,640 7,212 2,061 15,263	43,158 41,138 1,155 865 6,812	43,323 40,761 2,207 955 11,927	1,158 1,089 46 23 187	8,577 7,800 572 205 4,002	486,91. 453,81 22,73 10,35 69,09
Instruction Research Public service Graduate assistants	731,113 661,867 53,582 15,664 196,558	169,707 154,283 11,268 4,156 38,563 2,299	25.8 25.4 33.1 28.6 35.8 21.3	2,978 2,855 76 47 372 56	69,913 60,640 7,212 2,061 15,263 512	43,158 41,138 1,155 865 6,812	43,323 40,761 2,207 955 11,927	1,158 1,089 46 23 187 20	8,577 7,800 572 205 4,002	1,050,82: 486,91: 453,81- 22,73: 10,35: 69,09: 8,49: 33,88
Instruction Research Public service Graduate assistants archivists other education services	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306	169,707 154,283 11,268 4,156 38,563 2,299 16,258	25.8 25.4 33.1 28.6 35.8 21.3 32.4	2,978 2,855 76 47 372 56	69,913 60,640 7,212 2,061 15,263 512 2,386	43,158 41,138 1,155 665 6,812 652 6,511	43,323 40,761 2,207 955 11,927 901 5,757	1,158 1,089 46 23 187 20	8,577 7,800 572 205 4,002 158 1,043	486, 91. 453, 81 22, 73 10, 35 69, 09 8, 49 33, 88
Instruction Research Public service Graduate assistants archivists other education services Management	731,113 661,867 \$3,582 15,664 196,558 11,266 53,306	169,707 154,283 11,268 4,156 36,563 2,299 16,258 27,001	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5	2,978 2,855 76 47 372 56 374 536	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424	43,158 41,138 1,155 865 6,812 652 6,511	43,323 40,761 2,207 955 11,927 901 5,757	1,158 1,089 46 23 187 20 187 217	8,577 7,800 572 205 4,002 158 1,043	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88
Instruction Research Public service Graduate assistants archivists other education services Management operations	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7	2,978 2,855 76 47 372 56 374 536	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301	43,158 41,138 1,155 865 6,812 652 6,511 31,340 6,206	43, 323 40,761 2,207 955 11,927 901 5,757 8,273	1,089 46 23 187 20 187 217	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and	731,113 661,867 53,582 15,664 196,558 11,266 53,306 114,505 64,945	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6	2,978 2,855 76 47 372 56 374 536 314	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646	43,158 41,138 1,155 665 6,812 652 6,511 31,040 6,206 8,426	43,323 40,761 2,207 955 11,927 901 5,757 e,273 6,783	1,158 1,089 46 23 187 20 187 217 149 243	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6	2,978 2,855 76 47 372 56 374 536 314 601	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646	43,158 41,138 1,155 865 6,812 6,511 31,340 6,206 8,426	43,323 40,761 2,207 985 11,927 901 5,757 2,273 6,785 11,964	1,158 1,089 46 23 187 20 137 217 148 243	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 88,771 32,801	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 36,475	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6	2,978 2,855 76 47 372 56 374 536 314 601	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646	43,158 41,138 1,155 665 6,812 6,511 31,040 6,206 8,426	43, 323 40,761 2,207 955 11,927 901 5,757 2,273 6,795 11,964 7,447 2,968	1,158 1,089 46 23 187 20 187 217 148 243	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 28.1 36.6 45.2	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566	43,158 41,138 1,155 865 6,812 6,511 11,040 5,206 8,426 11,093 2,547 25,673	43, 323 40,761 2,207 955 11,927 901 5,757 2,273 6,783 11,964 7,447 2,968 19,800	1,089 46 23 187 20 187 217 148 243 316 42 393	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 88,771 32,801 124,707 3,536	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116	43,158 41,138 1,155 865 6,812 6,511 31,040 6,206 8,426 11,093 2,547 25,673 545	43, 223 40,761 2,207 955 11,927 901 5,757 2,273 6,783 11,964 7,447 2,968 19,800	1, 158 1, 089 46 23 187 20 137 217 149 243 316 42 393 22	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30 42,61 91,48 60,23 16,23 64,78
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 28.1 36.6 45.2	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566	43,158 41,138 1,155 865 6,812 6,511 31,040 6,206 8,426 11,093 2,547 25,673 545 9,147	43, 223 40,761 2,207 955 11,927 901 5,757 6,273 6,783 11,964 7,447 2,968 19,800 391 10,900	1,158 1,089 46 23 187 20 187 217 149 243 316 42 393 22	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98 1,638	486,91: 453,81: 22,73 10,35 69,09: 8,49 33,88 93,30 42,61 91,48 60,23 16,23 64,78 2,13 36,92
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance	731,113 661,867 53,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707 3,536 67,346 62,217	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 28.1 36.6 45.2 36.1 41.7 26.0	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124 1,259	43,158 41,138 1,155 865 6,812 6,511 31,040 6,206 8,426 11,093 2,547 25,673 545 9,147 5,721	43, 223 40,761 2,207 955 11,927 901 5,757 2,273 6,785 11,964 7,447 2,968 19,800 391 10,900 7,029	1,158 1,089 46 23 187 20 137 217 148 243 316 42 393 22 158	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 96 1,638 758	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 88,771 32,801 124,707 3,536 67,346	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1 41.7 26.0	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124	43,158 41,138 1,155 665 6,812 6,511 11,040 6,206 8,426 11,093 2,547 25,673 545 9,147	43, 223 40,761 2,207 955 11,927 901 5,757 6,273 6,783 11,964 7,447 2,968 19,800 391 10,900	1,158 1,089 46 23 187 20 137 217 148 243 316 42 393 22 158	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98 1,638	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance	731,113 661,867 53,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707 3,536 67,346 62,217	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1 41.7 26.0	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124 1,259	43,158 41,138 1,155 665 6,812 6,511 11,040 6,206 8,426 11,093 2,547 25,673 545 9,147 5,721 2,126	43, 223 40,761 2,207 955 11,927 901 5,757 2,273 6,785 11,964 7,447 2,968 19,800 391 10,900 7,029	1,158 1,089 46 23 187 20 187 217 149 243 316 42 393 22 158 152 46	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 96 1,638 758 215	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94 6,80
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance material moving	731,113 661,867 \$3,582 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707 3,536 67,346 62,217 14,194	169,707 154,283 11,268 4,156 36,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480 4,729	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 28.1 36.6 45.2 36.1 41.7 26.0 34.9	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561 123	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,568 116 4,124 1,259 461	43,158 41,138 1,155 865 6,812 6,511 11,040 5,206 8,426 11,093 2,547 25,673 545 9,147 5,721 2,126	43, 323 40,761 2,207 955 11,927 901 5,757 2,273 6,793 11,964 7,447 2,968 19,800 391 10,900 7,025	1,158 1,089 46 23 187 20 187 217 149 243 316 42 393 22 158 152 46 4,199	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98 1,638 758 215	486,91: 453,81: 22,73 10,35 69,09: 8,49 33,88 93,30 42,61 91,48 60,23 16,23 64,78 2,13 36,92
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance material moving Female	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707 3,536 67,346 62,217 14,194 2,171,582	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480 4,729 658,574	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1 41.7 26.0 34.9 33.2	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561 123 11,206	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124 1,259 461 153,426	43,158 41,138 1,155 665 6,812 652 6,511 11,040 6,206 8,426 11,093 2,547 25,673 545 9,147 5,721 2,126 239,467	43, 323 40,761 2,207 955 11,927 901 5,757 2,273 6,785 11,964 7,447 2,968 19,800 391 10,900 7,029 1,758 209,598	1,158 1,089 46 23 187 20 187 217 148 243 316 42 393 22 158 152 46 4,199	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 96 1,638 758 215	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94 6,80
Instruction Research Public service Graduate assistants archivists other education services Management operations science legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance material moving Female (instruction/research/public	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 38,771 32,801 124,707 3,536 67,346 62,217 14,194 2,171,582 776,528 715,575	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480 4,729 658,574 198,768 182,235	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1 41.7 26.0 34.9 27.9 27.4	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561 123 11,208 3,704	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124 1,259 461 153,426 63,159 55,151	43,158 41,138 1,155 865 6,812 6,511 31,040 6,206 8,426 11,093 2,547 25,673 545 9,147 5,721 2,126 239,467 68,397 65,529	43, 223 40,761 2,207 955 11,927 901 5,757 8,273 6,783 11,964 7,447 2,968 19,800 391 10,900 7,029 1,758 209,599 49,618 45,801	1,158 1,089 46 23 187 20 137 217 148 243 316 42 393 22 158 152 46 4,199 1,441 1,376	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98 1,638 758 215 40,675	486,91: 453,81: 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94 8,80 1,322,19
Instruction Research Public service Graduate assistants archivists other education services Management operations socience legal, arts, design, entertainment, sports, and media technicians Service occupations Sales and related occupations support and maintenance material moving Female {instruction/research/public Instruction	731,113 661,867 \$3,562 15,664 196,558 11,266 53,306 114,505 64,945 143,475 89,771 32,801 124,707 3,536 67,346 62,217 14,194 2,171,582	169,707 154,283 11,268 4,156 38,563 2,299 16,258 27,001 18,915 38,475 23,540 10,533 53,357 1,202 26,362 15,480 4,729 658,574	25.8 25.4 33.1 28.6 35.8 21.3 32.4 24.5 30.7 29.6 45.2 36.1 41.7 26.0 34.9 27.9 27.4	2,978 2,855 76 47 372 56 374 536 314 601 458 82 1,130 30 395 561 123 11,206	69,913 60,640 7,212 2,061 15,263 512 2,386 5,424 4,301 14,646 2,491 4,331 4,566 116 4,124 1,259 461 153,426 63,159 55,151 5,908	43,158 41,138 1,155 665 6,812 6,511 31,040 6,206 8,426 11,093 2,547 25,673 545 9,147 5,721 2,126 239,467 63,397 65,529 1,730	43, 223 40,761 2,207 955 11,927 901 5,757 2,273 6,793 11,964 7,447 2,968 19,800 7,029 1,756 209,598 49,618 45,800 2,587	1,158 1,089 46 23 187 20 137 217 148 243 316 42 393 22 158 152 46 4,199 1,441 1,376 33	8,577 7,800 572 205 4,002 158 1,043 1,511 1,161 2,595 1,730 563 1,795 98 1,638 758 215 40,675	486,91 453,81 22,73 10,35 69,09 8,49 33,88 93,30 42,51 91,48 60,23 16,23 64,78 2,13 36,92 43,94 6,80

archivists	26,398	6,162	24.3	163	1,537	2,099	1,014	55	494	19,246
other education services	119,094	38,474	33.9	893	5, C45	16,276	13,425	296	2,535	75,178
Management	162,241	46,149	29.4	831	7,604	20,633	14,151	244	2,696	111,043
operations	176,575	58,293	34.4	903	13,100	20,908	19,523	373	3,408	111,057
science	101,889	33,981	37.1	449	14,531	7,359	9,061	136	2,045	57,564
legal, arts, design,										
entertainment, sports, and media	117,067	35,738	32.0	212	5,277	13,206	13,315	353	2,875	75,948
technicians	82,365	27,285	35.6	242	8,447	9,201	7,955	94	1,346	49,337
Service occupations	96,176	48,639	53.B	731	4,4E7	21,926	20,066	285	1,444	41,978
Sales and related occupations	7,147	2,791	41.5	67	254	1,284	927	22	237	3,939
support	294,669	109,129	38.5	1,879	13,200	44,413	43,178	666	5,785	174,487
and maintenance	5,769	1,054	34.3	62	211	798	672	13	58	3,558
material moving	3,160	1,255	41.5	30	85	685	371	12	72	1,760

†Not applicable.

\1\Race/ethnicity not collected.

\2\Combined total of staff who were American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and of Two or more races as a peexcluding race/ethnicity unknown and nonresidents.

NOTE: Data in this table represent the EC states and the District of Columbia. Data are for degree-granting institutions and U.S. service aca institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. By definition, all graduate assi categories exclude persons of Hispanic ethnicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Human Spring 2023 (provisional data). (This table was prepared December 2023.)

Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2020, fall 2021, and

fall 2022 American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and Two or more races Race/ethni Pacific Two or American Indian/Ala Islande more Nonresident Percent' Year, sex, and ska Native Asiar Black Hispani races White unknowi academic rank Total 12 13 11 10 2022 Total 48.668 1.171 11,032 550,316 29,987 52,313 842,407 209,791 27.6 3,338 96,128 49,454 Professors 8,21 216 1,475 141,423 3,948 1,844 189,362 42,149 23.0 23,842 7.82 111,936 4.997 3,415 246 1,905 8.646 professors 162,239 41,891 27.2 597 20,980 9,515 254 2,934 105,670 8,551 13,854 professors 50,350 23,165 12,903 10,403 178,425 32.3 691 3,801 1,911 64,209 Instructors 94,296 24,375 27.5 698 6,004 7,299 8,677 233 1.464 Lecturers 1.57 2.489 3,632 39 677 32,929 1,774 1,920 10.394 3.400 47.017 24.0 94,151 6.916 29,369 Other faculty 18,737 9,428 9,093 181 2.573 171,068 40.632 620 262,700 15.428 31,719 Male 53,413 20,477 23,685 530 4,894 434,408 104,561 27.0 615 89,250 2,572 1,308 Professors 16,342 4,307 4,891 117 119,908 26,778 23.1 306 Associate 895 58,080 2,788 4.515 105 professors 84,864 21,852 27.3 29" 11.816 4.224 Assistant 1,160 46,595 8,120 4.740 118 professors 81,427 22,630 32.7 273 11,542 4,797 3,805 601 27,612 1,642 1.058 Instructors 40,245 9,933 26.5 341 2,467 2,625 94 14,530 829 983 288 Lecturers 20,577 4,235 22.0 72 1,315 1,055 1,488 17 1,135 46,633 3,515 18,106 Other faculty 19,133 29.1 264 9,931 3,469 4,246 88 87.387 632 6,138 267,616 14,559 20.594 1,785 42,715 28,977 24,983 407.999 105,230 28.2 1,376 52,171 536 Professors 69,454 15,371 269 7,500 3,513 3,326 99 664 Associate 53,856 2,209 1,271 professors 20,039 27.1 300 9,164 5,291 4,131 143 1,010 77.375 Assistant professors 8,106 59,075 4,469 5,734 27,720 11,623 5,663 136 1,774 96.998 31.9 418 2,159 139 863 36,591 853 Instructors 4,872 54,051 14,442 28.3 357 3.537 4.674

\1\Race/ethnicity not collected.

26,440

83,681

6,159

21,499

25.1

31.2

Lecturers

Other faculty

\2\Combined total of faculty who were American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident.

1,43

5,959

2,144

4,847

22

93

389

1,438

18.399

47.51

2,085

8,806

0.5

356

945

3,401

937

11,263

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank. Those who were primarily research or public service faculty, as well as faculty without ranks, appear under "other faculty." Data are for degree-granting institutions and U.S. service academies. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Human Resources component Fall Staff section, Spring 2021 through Spring 2022 (final data) and Spring 2023 (provisional data). (This table was prepared November 2023.)

NCAA Coaching Data (2023 -											
HEAD COACHES	Total	M	#	MW.	WF	ВМ	HE.	ΣH	生	MO	OF
Baseball Mens	260	260	0	230		ω		15		7	
Basketball Mens	307	307	0	228		63		7		<u></u>	
Basketball Womens	320	156	164	108	114	33	34	9	တ	2	7
Cross County Mens	280	248	32	193	21	40	9	9		2	-
Field Hockey Womens	42	3	39	2	34		က		Σ-	-	-
Football Mens	170	170	0	122		39		4		2	
Golf Mens	219	509	10	183	9	11		4		7	4
Golf Womens	200	159	41	146	37	2		3	-	ω	က
Lacrosse Women's	114	26	88	23	83	3	2		1		7
Soccer Mens	208	208	0	161		6		12		56	
Soccer Womens	265	182	83	148	72	10	2	ω	-	16	ω
Softball Womens	286	92	194	74	165	6	9	9	2	က	4
Swimming Mens	62	64	15	22	14	1		က	-	က	
Swimming Womens	106	82	24	74	22	1		3	-	4	-
Track Indoor Mens	193	172	21	131	15	35	9	က		က	
Track Indoor Womens	218	186	32	140	21	39	9	က		4	-
Track Outdoor Mens	236	207	29	156	18	42	10	9		က	-
Track Outdoor Womens	267	220	47	164	27	46	16	ဖ	-	4	က
Volleyball Womens	299	149	150	121	112	0	19	4	တ	15	9
ASSISTANT COACHES											
Baseball Mens	641	641	0	534		28		43		36	
Basketball Mens	665	664	-	371		244	-	17		32	
Basketball Womens	525	176	349	94	201	29	132	9	6	2	~
Cross County Mens	282	185	26	134	63	36	17	80	ω	7	0
Field Hockey Womens	28	3	55	3	48		2		-		4
Football Mens	1,231	1,223	8	721	5	428	-	56	-	48	-
Golf Mens	149	123	56	66	15	9		4	က	4	ω (
Golf Womens	132	06	42	78	33	2		4	က	9	စ
Lacrosse Women's	142	56	116	21	109	2	വ	-		2	7
Soccer Mens	388	384	4	509	က	28		29		80	-
Soccer Womens	426	225	201	144	170	19	∞	22	14	37	o
Softball Womens	448	138	310	110	251	6	16	9	19	13	24
Swimming Mens	142	82	25	74	49	4	-	က	4	4	m
Swimming Womens	165	91	74	77	65	2	-	က	4	ၑ	4
Track Indoor Mens	531	391	140	272	88	93	35	4	7	22	9
Track Indoor Womens	593	429	164	302	100	100	43	4	6	23	12
Track Outdoor Mens	634	468	166	309	103	113	43	22	10	24	9
Track Outdoor Womens	989	464	192	329	116	118	53	21	10	56	73
Volleyball Womens	417	142	275	100	205	9	53	13	13	23	78
Total	12,324	9,078	3,246			1,708		388	145	240	207
		10	700 00	/00 01	40 40/	12 00%	70 V V	701 2	1 20/	/0V V	70/

To: Equal Employment Opportunity Staff

From: Neva Vigezzi, CHRO Supervisor, Affirmative Action Unit

Re: Affirmative Action Labor Market Data Updates

Date: October 14, 2021

Beginning with the April 30, 2022 filing date, Equal Employment Opportunity professionals will be required to use the 2014-2018 EEO Tabulations from the U.S. Census Bureau to develop all State Affirmative Action Plans. Agencies may utilize the 2014-2018 EEO Tabulations for Affirmative Action Plans due prior to April 30, 2022. Use of the new EEO Tabulations will ensure that Affirmative Action Plan data reflect Connecticut's population.

To facilitate a smooth transition to the 2014-2018 EEO Tabulations, the U.S. Census Bureau has provided an interim interface to make the most commonly used Census EEO data tables more accessible to end users.

The data are accessed by table and geographic selection, which includes National, State, County Sets (EEO 1R only), and Metropolitan/Micropolitan Statistical Areas (MSA's). CHRO encourages Equal Employment Opportunity Professionals to familiarize themselves with the new 2014-2018 data set in the interim interface. Equal Employment Opportunity Professionals must use the 2014-2018 EEO tabulations to conduct their availability analyses.

Connecticut's statewide occupation totals by sex and race/ethnicity for residence geography is available here. Specific occupations can be selected by clicking the Search: Detailed Occupations tab. Multiple occupations can be selected by holding the Ctrl button. The relevant 2014-2018 Census EEO Tabulation Occupation Codes are available here.

The 2014-2018 EEO Tabulations report unemployed individuals in a new way that should streamline the Affirmative Action Plan development process and provide more accurate data. People who are unemployed and had an occupation in the last five years (e.g. civilian engineer, military civil engineer) are included in the appropriate occupation and are not in the "unemployed" occupation category in the 2014-2018 EEO tabulations. Equal Employment Opportunity Professionals should no longer reference CT DOL's quarterly labor force unemployment information, and CT DOL will discontinue updates to this series going forward. Each agency should therefore only report two weights in the availability analysis: one for the internal pool of promotable candidates and one for the external labor force.

If you have questions regarding implementing these changes, please contact Neva Vigezzi, CHRO Affirmative Action Director at neva.vigezzi@ct.gov.

O) A Ø € 2014 - 2018 EEO Tai × 168 2014 - 2018 EEO 78: X | 168 2014-2018 EEO 78bi | X | 168 2014 - 2018 EEO 781 | X | 168 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 EEO 785 | X | 169 2014 - 2018 -🐞 census.gov/acs/www/data/eeo-data/eeo-tables-2018/tableview.php?geotype=state&state=04000us09&filetype=all1r&geoName=Connecticut Ö

Occupations: 237 (2014-2018 EEO Occupation Code List)

SHOW MOE DOWNLOAD (1) OCCUPATIONS SELECTED Occupation code/Assyword

Quick Search:

** Open Quick Guide to Using Table Tools **

Not Hispanic or Latino, One Race

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	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Top executives: 11-10XX	/0010							
Total	31,095	1,430	26,900	880	0	1,350	0	540
Male	22,730	925	19,900	620	0	930	0	350
Female	8,370	502	2,000	255	0	415	0	190
Percent Total	100.0%	4.6%	86.5%	2.8%	0.0%	4.3%	%0.0	1.7%
Percent Male	73.1%	3.0%	64.0%	2.0%	0.0%	3.0%	0.0%	1.1%
Percent Female	26.9%	1.6%	22.5%	0.8%	0.0%	1.3%	%0:0	0.6%
							Previous	us 1 Next

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

An "(X)" means that the estimate is not applicable or not available.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

~ Rows Display 6 ** Open Quick Guide to Using Table Tools ** DOWNLOAD (1) OCCUPATIONS SELECTED Quick Search: 11

Not Hispanic or Latino, One Race

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Social and community service managers: 11-9151 /	Ilce managers: 11-9	151 / 0420						
Total	5,930	565	4,170	915	0	06	0	195
Male	1,915	195	1,170	375	0	35	0	135
Female	4,015	370	2,995	535	0	55	0	09
Percent Total	100.0%	9.5%	70.3%	15.4%	0.0%	1.5%	0.0%	3.3%
Percent Male	32.3%	3.3%	19.7%	6.3%	%0.0	%9.0	%0:0	2.3%
Percent Female	67.7%	6.2%	50.5%	80.6	%0:0	%6:0	0.0%	1.0%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

< Rows 7125 1.2% 100 1.0% 0.2% 25 Next Hispanic or Latino Balance of not Previous Display 0 0 0 %0:0 0.0% 0.0% Hawaiian /Pacific Islander Native alone 13.4% 1,860 1,395 465 17.8% 4.5% Asian alone Not Hispanic or Latino, One Race SHOW MOE 0.0% 0.2% 25 0 0.2% 25 American /Alaska Native Indian alone ** Open Quick Guide to Using Table Tools ** 415 105 5.0% 4.0% 1.0% 520 American African Black or alone DOWNLOAD 5,145 2,135 49.4% 20.5% 7,280 69.8% White alone Computer and information systems managers: 11-3021 / 0110 (1) OCCUPATIONS SELECTED 615 220 3.8% 5.9% 2.1% 400 Hispanic or Latino 71.7% 10,425 7,475 100.0% 2,950 28.3% Total All Groups Quick Search: 11 Percent Female Percent Total Percent Male Female Total Male

Explanation of Symbols

An "." entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

SHOW MOE ** Open Quick Guide to Using Table Tools ** DOWNLOAD (1) OCCUPATIONS SELECTED

Quick Search: 11

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Financial managera: 11-3031 / 0120 Total 20,010 1,730 16,095 860 4 1,080 0 235 Male 11,090 845 9,105 335 0 720 0 85 Female 8,920 890 6,990 530 4 360 0 150 Percent Total 100.0% 8.6% 80.4% 4.3% 0.0% 5.4% 0.0% 1.2% Percent Male 55.4% 4.2% 45.5% 1.7% 0.0% 3.6% 0.0% 0.4% Percent Female 44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0% 0.7%		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Alleticali Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
20,010 1,730 16,095 860 4 1,080 0 11,090 845 9,105 335 0 720 0 R,920 890 6,990 530 4 360 0 Total 100.0% 8.6% 80.4% 4.3% 0.0% 5.4% 0.0% Male 55.4% 4.2% 45.5% 1.7% 0.0% 3.6% 0.0% Female 44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0%	ancial managers : 11-4	3031 / 0120							
Total 845 9,105 335 0 720 0 Total 8,920 890 6,990 530 4 360 0 Total 100.0% 8.6% 80.4% 4.3% 0.0% 5.4% 0.0% Male 55.4% 4.2% 45.5% 1.7% 0.0% 3.6% 0.0% Female 44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0%	al	20,010	1,730	16,095	860	4	1,080	0	235
Total 100.0% 8.6% 6,990 530 4 360 0 Male 55.4% 8.6% 80.4% 4.3% 0.0% 5.4% 0.0% Female 44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0%	el e	11,090	845	9,105	335	0	720	0	85
100.0% 8.6% 80.4% 4.3% 0.0% 5.4% 0.0% 5.54% 0.0% 1.7% 0.0% 3.6% 0.0% 1.8% 0.0% 1.8% 0.0% (nale	8,920	890	066'9	530	4	360	0	150
55.4% 4.2% 45.5% 1.7% 0.0% 3.6% 0.0% 44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0%	rcent Total	100.0%	8.6%	80.4%	4.3%	%0.0	5.4%	%0.0	1.2%
44.6% 4.4% 34.9% 2.6% 0.0% 1.8% 0.0%	cent Male	55.4%	4.2%	45.5%	1.7%	%0.0	3.6%	0.0%	0.4%
	rcent Female	44.6%	4.4%	34.9%	2.6%	%0:0	1.8%	0.0%	0.7%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Occupations: 237 (2014-2018 EEO Occupation Code List)

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				Not Hispanic	Not Hispanic or Latino, One Race	93		
	Total All Groups	Hispanic or Latino	White	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Education and childcare administrators: 11-9030 /	Iministrators : 11-90	030 / 0230		221				
Total	13,950	1,170	11,090	086	4	465	0	240
Male	5,315	440	4,070	445	0	205	0	155
Female	8,630	730	7,020	535	4	260	0	85
Percent Total	100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
Percent Male	38.1%	3.2%	29.2%	3.2%	%0.0	1.5%	%0.0	1.1%
Derrent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	%0.0	0.6%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median Itself.

An "(X)" means that the estimate is not applicable or not available.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

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			American		Native	
		Black or	Indian		Hawaiian	Balance
		African	/Alaska		/Pacific	of not
Hispanic	White	American	Native	Asian	Islander	Hispanic
2	alone	alone	alone	alone	alone	or Latino

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Total	13,950	1,170	11,090	086	4	465	0	240
Male	5,315	440	4,070	445	0	205	0	155
Female	8,630	730	7,020	535	4	260	0	85
Percent Total	100.0%	8.4%	79.5%	7.0%	%0.0	3.3%	%0.0	1.7%
Percent Male	38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	%0.0	1.1%
Percent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	%0.0	0.6%
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Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

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Not Hispanic or Latino, One Race Human resources workers.:13-1070 / D630 Attion Latino American Indian American Indian American Indian American Indian American Indian Indian Native American Indian American Indian Native American Indian American Indian Native Indian American Indian American Indian Indian Indian American Indian	Quick Search: Geoupshen and Phanyword	anyword (1) OCCUPATI	JPATIONS SELECTED	DOV	DOWNLOAD	SHOW MOE	1000	Display	6 V Rows
Hispanic or Latino White alone American alone Americ			80		Not Hispani	c or Latino, One R	ace		
865 7,735 1,005 10 230 0 220 2,180 150 4 10 0 640 5,555 855 10 220 0 8.7% 77.7% 10.1% 0.1% 2.3% 0.0% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%		Total All	Hispanic or Latino	White	Black or African American alone	American Indian /Alaska Native alone	Asian	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
10.05 1,005 1,005 10 230 0 1e. 2,600 220 2,180 150 4 10 0 1e. 7,355 640 5,555 855 10 220 0 ent Total 100.0% 8.7% 77.7% 10.1% 0.1% 2.3% 0.0% ent Male 26.1% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% ent Female 73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%	Human resources worken	3:13-1070 / 0630				10 To 1000			
Le. 7,355 640 5,555 855 10 220 0 Int Total 100.0% 8.7% 77.7% 10.1% 0.1% 2.3% 0.0% ent Male 26.1% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% ent Female 73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%	Total	9,955	865	7,735	1,005	10	230	0	110
Total 7,355 640 5,555 855 10 220 0 Total 100.0% 8.7% 77.7% 10.1% 0.1% 2.3% 0.0% Male 26.1% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% Female 73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%		2,600	220	2,180	150	4	5	0	35
100.0% 8.7% 77.7% 10.1% 0.1% 2.3% 0.0% 26.1% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% 73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%	Female	7,355	640	5,555	855	10	220	0	75
26.1% 2.2% 21.9% 1.5% 0.0% 0.1% 0.0% 73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%	Percent Total	100.0%	8.7%	77.77	10.1%	0.1%	2.3%	%0.0	1.1%
73.9% 6.4% 55.8% 8.6% 0.1% 2.2% 0.0%	Percent Male	26.1%	2.2%	21.9%	1.5%	0.0%	0.1%	%0.0	0.4%
	Percent Female	73.9%	6.4%	55.8%	8.6%	0.1%	2.2%	0.0%	0.8%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

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Not Hispanic or Latino, One Race

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African African Agrican African Agrican Agrican Indian Agrican Agrican Agrican Indian Agrican Agric						American		Native	
Total All Groups Hispanic Or Latino White alone American alone American alone Native alone Asian alone Islander alone Hispania Hispania Intants and auditors: 13-2011 / 0800 1,800 22,495 2,130 10 1,890 30 13,520 740 10,905 955 0 800 30 le 15,160 1,065 11,590 1,175 10 1,085 0 int Male 47,1% 2.6% 38,0% 3.3% 0.0% 5.6% 0.1% int Female 52,9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%					Black or African	Indian /Alaska		Hawaiian /Pacific	Balance of not
Intranta and auditors: 13-2011 / 0800 Light 22,495 2,130 10 1,890 30 le 13,520 740 10,905 955 0 800 30 int Total 1,065 11,590 1,175 10 1,085 0.1% int Male 47.1% 2.6% 38.0% 3.3% 0.0% 5.8% 0.1% int Female 52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%		Total All Groups	Hispanic or Latino	White alone	American alone	Native alone	Asian alone	Islander	Hispanic or Latino
28,680 1,800 22,495 2,130 10 1,890 30 le 13,520 740 10,905 955 0 800 30 nt Total 15,160 1,065 11,590 1,175 10 1,085 0 nt Total 100.0% 6.3% 78.4% 7.4% 0.0% 6.6% 0.1% nt Male 47.1% 2.6% 38.0% 3.3% 0.0% 2.8% 0.1% nt Female 52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%	ccountants and au	Jditors : 13-2011 / 0800							
le 15,520 740 10,905 955 0 800 30 30 int Total 15,160 1,065 11,590 1,175 10 1,085 0.1%	rotal	28,680	1,800	22,495	2,130	10	1,890	30	325
Total 1,065 11,590 1,175 10 1,085 0 Male 47.1% 2.6% 38.0% 3.3% 0.0% 2.8% 0.1% Female 52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%	//ale	13,520	740	10,905	955	0	800	30	06
100.0% 6.3% 78.4% 7.4% 0.0% 6.6% 0.1% 47.1% 2.6% 38.0% 3.3% 0.0% 2.8% 0.1% ile 52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%	-emale	15,160	1,065	11,590	1,175	10	1,085	0	235
47.1% 2.6% 38.0% 3.3% 0.0% 2.8% 0.1% 52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%	Percent Total	100.0%	6.3%	78.4%	7.4%	0.0%	89.9	0.1%	1.1%
52.9% 3.7% 40.4% 4.1% 0.0% 3.8% 0.0%	Percent Male	47.1%	2.6%	38.0%	3.3%	0.0%	2.8%	0.1%	0.3%
	Percent Female	52.9%	3.7%	40.4%	4.1%	0.0%	3.8%	%0.0	0.8%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Universe: Civilian labor force 16 years and over

Geography: Connecticut

Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

< Rows 1.5% 545 345 195 2.3% Hispanic or Latino Balance of not 9 Display 0.1% 0.1% 25 25 Islander Hawaiian /Pacific Native alone 5,615 1,545 30.5% 23.9% 7,160 alone Asian Not Hispanic or Latino, One Race 0.0% SHOW MOE 0 0.0% American /Alaska Indian Native alone 3.0% 1,015 710 4.3% 305 American **Black or** African alone DOWNLOAD 3,390 43.4% 13,580 10,190 57.9% White alone Software and web developers, programmers, and testers: 15-1250 / 1010 3.7% (1) OCCUPATIONS SELECTED 1,145 870 4.9% 270 Hispanic or Latino 17,755 5,710 100.0% 75.7% 23,465 **Fotal All** Groups Jecupation code/keyword Percent Male Percent Total Quick Search: Female Male Total

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Occupations: 237 (2014-2018 EEO Occupation Code List)

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	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	balance of not Hispanic or Latino
Postsecondary teach	Postsecondary teachers : 25-1000 / 2205							
Total	19,945	965	14,780	1,100	10	2,655	20	385
Naje V	9,655	485	7,225	345	0	1,380	20	175
ole med	10,290	485	7,555	755	10	1,275	0	215
Dercent Total	100.0%	4.8%	74.1%	5.5%	0.1%	13.3%	0.3%	1.9%
Dercent Male	48.4%	2.4%	36.2%	1.7%	0.0%	%6.9	0.3%	%6.0
Dercent Female	51.6%	2.4%	37.9%	3.8%	0.1%	6.4%	0.0%	1.1%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Occupations: 237 (2014-2018 EEO Occupation Code List)

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Not Hispanic or Latino, One Race

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	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian Indian Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Postsecondary teachers: 25-1000 / 2205	1; 25-1000 / 2205							
Total	19,945	965	14,780	1,100	10	2,655	20	385
Male	9,655	485	7,225	345	0	1,380	20	175
Female	10,290	485	7,555	755	10	1,275	0	215
Percent Total	100.0%	4.8%	74.1%	5.5%	0.1%	13.3%	0.3%	1.9%
Percent Male	48.4%	2.4%	36.2%	1.7%	%0.0	%6.9	0.3%	%6.0
Percent Female	51.6%	2.4%	37.9%	3.8%	0.1%	6.4%	0.0%	1.1%
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Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were ayailable to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Occupations: 237 (2014-2018 EEO Occupation Code List)

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	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Librarians, curators, a	Librarians, curators, and archivists: 25-4000 / 2400	2400						
Total	5,070	150	4,500	240	0	155	0	30
Male	1,010	80	830	65	0	30	0	0
Female	4,065	65	3,670	175	0	125	0	30
Percent Total	100.0%	3.0%	88.8%	4.7%	%0:0	3.1%	0.0%	9.0%
Percent Male	19.9%	1.6%	16.4%	1.3%	%0:0	0.6%	%0.0	0.0%
Percent Female	80.2%	1.3%	72.4%	3.5%	%0:0	2.5%	0.0%	0.6%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

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Not Hispanic or Latino, One Race

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	Total All Groups	Hispanic or Latino	White	African American alone	/Alaska Native alone	Asian alone	/Pacific Islander alone	of not Hispanic or Latino
Other teachers and	Other teachers and Instructors, education, training, and	Ining, and library w	vorkers: 25-XXX	X/2350 555	0	250	0	160
Male	1,180	285	650	160	0	70	0	10
Female	2,895	470	1,700	395	0	175	0	150
Percent Total	100.0%	18.7%	57.8%	13.6%	0.0%	6.1%	0.0%	3.9%
Percent Male	29.0%	7.0%	16.0%	3.9%	0.0%	1.7%	0.0%	0.2%
Darront Female	71.0%	11.5%	41.7%	9.7%	0.0%	4.3%	0.0%	3.7%

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Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Rows Display 6 SHOW MOE DOWNLOAD (1) OCCUPATIONS SELECTED Quick Search:

Not Hispanic or Latino, One Race

	Total All	Hispanic	White	Black or African American	/Alaska Native alone	Asian	/Pacific Islander alone	of not Hispanic or Latino
Athletes, coaches,	Groups of Athletes, coaches, umpires, and related workers : 27							
Total	4,895	215	3,950	440	0	150	0	140
Male	3,095	180	2,385	335	0	70	0	125
Female	1,800	32	1,570	105	0	80	0	15
Percent Total	100.0%	4.4%	80.7%	9.0%	0.0%	3.1%	0.0%	2.9%
Percent Male	63.2%	3.7%	48.7%	6.8%	0.0%	1.4%	0.0%	2.6%
Percent Female	36.8%	0.7%	32.1%	2.1%	0.0%	1.6%	0.0%	0.3%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution, or the margin of error associated with a median was larger than the median itself.

An "(X)" means that the estimate is not applicable or not available.

An "**" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to

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SELECT NEW TABLE

Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

< Rows Display 6 SHOW MOE ** Open Quick Guide to Using Table Tools ** DOWNLOAD SEARCH: DETAILED OCCUPATIONS Quick Search: 33-3050

Not Hispanic or Latino, One Race

American

Indian /Alaska Native

alone

American

White alone

Hispanic or Latino

Total All Groups

Black or

African

Balance of not Hispanic or Latino

/Pacific Islander Hawaiian Native

> Asian alone

alone

Total	2,310	345	1,620	235	15	75	0	25
Male	2,105	335	1,535	135	15	65	0	25
Female	205	10	85	100	0	4	0	0
Percent Total	100.0%	14.9%	70.1%	10.2%	%9:0	3.2%	0.0%	1.1%
Percent Male	91.1%	14.5%	66.5%	5.8%	%9:0	2.8%	%0.0	1.1%
Dercent Female	%6 8	0.4%	3.7%	4.3%	0.0%	0.2%	%0.0	0.0%

Explanation of Symbols

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Quick Search: 33-1010	SEARC	SEARCH: DETAILED OCCUPATIONS	(0	DOWNLOAD	SHOW MOE	MOE	Display	/ 6 v Rows
				Not Hispani	Not Hispanic or Latino, One Race	dace		
	Total All Groups	Hispanic or Latino	White	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
First-line supervisors of faw enforcement workers :	w enforcement wo	rkers : 33-1010 / 3700						
Total	430	80	345	4	0	0	0	0
Male	400	09	335	4	0	0	0	0
Female	30	20	10	0	0	0	0	0
Percent Total	100.0%	18.6%	80.2%	%6.0	%0.0	%0.0	0.0%	%0.0
Percent Male	93.0%	14.0%	77.9%	0.9%	%0.0	0.0%	%0.0	%0.0
Percent Female	7.0%	4.7%	2.3%	0.0%	0.0%	0.0%	%0.0	0.0%

Explanation of Symbols

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

		** Open Quick	** Open Quick Guide to Using Table Tools **	. Tools **			
Quick Search: 37-	SEAR	ARCH: DETAILED OCCUPATIONS	DOWNLOAD	WOHS	SHDW MOE	Display 6	6 V Rows
			Not Hisp	Not Hispanic or Latino, One Race	Race		
		Acceptant for the	Black or	American Indian		Native Hawaiian	Balance
	Total Ali	Hispanic White	African American	/Alaska Native	Asian	/Pacific	or not Hispanic

or Latino Hispanic

Islander alone

Asian alone

Native alone

> White alone

Hispanic or Latino

Total Ali Groups

Total	485	70	335	- 22	0	20	0	0
	340		270	20	0	15	0	0
Female	145	30	70	40	0	4	0	0
Percent Total	100.0%	14.4%	69.1%	11.3%	0.0%	4.1%	0.0%	0.0%
Percent Male	70.1%	8.2%	55.7%	4.1%	%0.0	3.1%	%0.0	0.0%
Dercent Female	29.9%	6.2%	14.4%	8.2%	%0.0	0.8%	%0.0	0.0%

Explanation of Symbols

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Table: EE0-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

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ole Tools **	SHOW MOE
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2	uick Search: 37-10

Not Hispanic or Latino, One Race

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian /Alaska Native alone	Asian	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
rst-line supervisors	First-line supervisors of landscaping, lawn service, an	rvice, and grounds	011/1 dill	seping workers; 37-1012 / 4210				
Total	009	110	350	30	20	0	0	09
Male	575	110	325	30	20	0	0	09
Female	30	0	30	0	0	0	0	0
Percent Total	100.0%	18.3%	58.3%	5.0%	8.3%	%0.0	%0:0	10.0%
Percent Male	95.8%	18.3%	54.2%	5.0%	8.3%	%0.0	%0:0	10.0%
Percent Female	5.0%	0.0%	5.0%	%0.0	0.0%	0.0%	0.0%	0.0%

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SELECT NEW TABLE

Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Not Hispanic or Latino, One Race

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installation, maintenance, and repair workers: 49-XXXX / 7010 7,185 1,180 5 6,840 1,125 5	195	0		c	115
1,180 5		0 0	115	•	115
6,840 1,125 5		0		>	
	,030 510		100	0	75
Female 345 55 165	165 75	0	10	0	40
Percent Total 100.0% 16.4% 72.3%	2.3% 8.1%	0.0%	1.6%	0.0%	1.6%
Percent Male 95.2% 15.7% 70.0%		%0.0	1.4%	0.0%	1.0%
Percent Female 4.8% 0.8% 2.3%	1.0%	0.0%	0.1%	0.0%	0.6%

Explanation of Symbols

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

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(1) OCCUPATIONS SELECTED

Quick Search:

Not Hispanic or Latino, One Race

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	Indian /Alaska Native alone	Asian alone	Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Secretaries and administrative assistants: 43-6010.	e assistants : 43	-6010 / 5710						
Total	10,895	1,030	8,525	1,005	0	225	0	110
Male	510	150	250	100	0	0	0	15
Female	10,380	880	8,275	905	0	225	0	95
Percent Total	100.0%	9.5%	78.2%	9.2%	0.0%	2.1%	0.0%	1.0%
Percent Male	4.7%	1.4%	2.3%	%6:0	0.0%	0.0%	0.0%	0.1%
Percent Female	95.3%	8.1%	76.0%	8.3%	0.0%	2.1%	0.0%	0.9%

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

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		Black or	American Indian /Alaska		Hawaiian //Pacific	Balance of not
ָבָי בייני	White	American	Native	Asian	Islander	Hispanic
nispaine	onole	enole	alone	alone	alone	or Latino
.atmo	200	alone				

Total	9,445	1,330	6,590	935	0	220	0	370
Male	1,615	235	1,105	145	0	09	0	75
Female	7,830	1,095	5,485	790	0	160	0	300
Percent Total	100.0%	14.1%	88.69	86.6	0.0%		%0.0	3.9%
Percent Male	17.1%	2.5%	11.7%	1.5%	%0.0		0.0%	0.8%
Percent Female	82.9%	11.6%	58.1%	8.4%	0.0%	1.7%	%0.0	3.2%
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Explanation of Symbols

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

→ Rows Display 6 Not Hispanic or Latino, One Race SHOW MOE ** Open Quick Guide to Using Table Tools ** DOWNLOAD (1) OCCUPATIONS SELECTED Quick Search: 474

			American		Native	
		Black or	Indian		Hawaiian	Вајапсе
		African	/Alaska		/Pacific	of not
Hispanic	White	American	Native	Asian	Islander	Hispanic
or Latino	alone	alone	alone	alone	alone	or Latino

Total	4,245	1,005	2,995	220	10	0	0	70
Male	4,190	1,005	2,935	220	10	0	0	20
Female	09	0	09	0	0	0	0	0
Percent Total	100.0%	23.7%	70.6%	5.2%	0.2%	%0:0	%0.0	0.5%
Percent Male	98.7%	23.7%	69.1%	5.2%	0.2%	%0.0	%0.0	0.5%
Percent Female	1,4%	0.0%	1.4%	0.0%	0.0%	%0.0	%0.0	0.0%

Explanation of Symbols

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

→ Rows Display 6 SHOW MOE ** Open Quick Guide to Using Table Tools ** DOWNLOAD (1) OCCUPATIONS SELECTED Quick Search: 47-

Not Hispanic or Latino, One Race

	Black or	Indian		Hawaijan
	African	/Alaska		/Pacific
>	ite American	Native	Asian	Islander
0	alone alone	alone	alone	alone

Total	2,515	235	2,080	200	0	0	0	0
Male	2,440	225	2,030	185	0	0	0	0
Female	75	4	20	20	0	0	0	0
Percent Total	100.0%	9.3%	82.7%	8.0%	%0.0	%0.0	0.0%	0.0%
Percent Male	92.0%	8.9%	80.7%	7.4%	%0.0	%0.0	%0.0	0:0%
Percent Female	3.0%	0.2%	2.0%	0.8%	0.0%	%0.0	%0.0	0.0%

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SELECT NEW TABLE

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Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

	Display 6 V Rows	
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** Open Quick Guide to Using Table Tools **	DOWNLOAD	
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	Quick Search: 47-	

	Total All Groups	Hispanic or Latino	White	Black or African American alone	Indian /Alaska Native alone	Asian alone	/Pacific Islander alone	of not Hispanic or Latino
ipelayers, plumbers,	Pipelayers, plumbers, pipefitters, and steamfitters:							
Total	1,640	190	1,405	40	0	4	0	0
Male	1,635	185	1,405	40	0	4	0	0
Female	4	4	0	0	0	0	0	0
Percent Total	100.0%	11.6%	85.7%	2.4%	%0.0	0.2%	0.0%	0.0%
Percent Male	82.66	11.3%	85.7%	2.4%	%0:0	0.2%	0:0%	0.0%
Dercent Female	0.2%	0.2%	0.0%	%0.0	%0.0	0.0%	%0.0	0.0%

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> **☆** Q 10 2014 - 2018 EEO Table Tool | Am × | 10 2014-2018 EEO Tables | America × | 10 2014 - 2018 EEO Table Tool | Am × | 10 2014 - 2018 EEO Table Tool | Am × | 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO Table Tool | Am × + 10 2014 - 2018 EEO ■ census.gov/acs/www/data/eeo-data/eeo-tables-2018/tableview.php?geotype=countyset8ccountyset=90200us09cs005&filetype=all1r&geoName=New%20Haven Ö

SELECT NEW TABLE

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D

Table: EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Universe: Civilian labor force 16 years and over

Geography: New Haven

Occupations: 237 (2014-2018 EEO Occupation Code List)

< Rows Display 6 ** Open Quick Guide to Using Table Tools ** DOWNLOAD SEARCH: DETAILED OCCUPATIONS Quick Search: 37-2010

Not Hispanic or Latino, One Race

	Total All Groups	Hispanic or Latino	White	Black or African American alone	Indian /Alaska Native alone	Asian alone	/Pacific Islander alone	of not Hispanic or Latino
liding cleaning work	Building cleaning workers: 37-2010 / 4220							
Total	10,345	3,345	4,630	1,815	09	180	0	315
Male	5,650	1,640	2,685	1,070	40	45	0	170
Female	4,695	1,705	1,950	740	20	135	0	145
Percent Total	100.0%	32.3%	44.8%	17.5%	0.6%	1.7%	0.0%	3.0%
Percent Male	54.6%	15.9%	26.0%	10.3%	0.4%	0.4%	0.0%	1.6%
Dercent Female	45.4%	16.5%	18.8%	7.2%	0.2%	1.3%	0.0%	1.4%

Explanation of Symbols

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8. Utilization Analysis & Hiring and Promotion Goals Section 46a-68-40

FORM 85A

Agency: Occupational Category/Class: Reporting Date: April 30, 2024

Southern CT State University

I. Executive All

Labor Market Area: CT/National

		GRAND	TOTAL	TOTAL	W	HITE	BL	ACK	HIS	PANIC	AAIA	NHNPI	2 OR MO	RE RACES	;
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100	54.8	45.2	35.5	32.3	9.7	6.5	3.2	6.5	6.5	0.0	0.0	0.0	A.
WORKFORC	E PARITY %	100	48.3	51.7	38.9	38.3	3.6	5.6	2.9	4.2	2.3	2.7	0.8	0.8	В.
WORKFORC	E NOS.	31	17	14	11	10	3	2	1	2	2	0	0	0	C.
WORKFORC	E PARITY NOS.	31	15.0	16.0	12.1	11.9	1.1	1.7	0.9	1.3	0.7	0.8	0.0	0.0	D.
NET UTILIZ	ATION (+/-)		2.0	-2.0	-1.1	-1.9	1.9	0.3	0.1	0.7	1.3	-0.8	0.0	0.0	E.
PREVIOUS L	JTILIZATION		2.8	-2.8	-0.1	-2.8	1.9	0.3	0.1	0.8	1.2	-0.9	0.0	0.0	F.
ALS	PREVIOUS PLAN GOALS	3	0	3		2						1			G
HIRING GOALS	CURRENT PLAN HIRES	3	2	1		1	1				1				Н
Ï	CURRENT PLAN GOALS	4	1	3	1	2						1			I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1		1									J
TIONAL	CURRENT PLAN PROMOTIONS	0	0	0											K
PROMO	CURRENT PLAN GOALS	0	0	0											L
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW# MOBJ	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Occupational Category/Class: Reporting Date: April 30, 2024

Southern CT State University II. Faculty Professor Labor Market Area: CT/National

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HIS	PANIC	AAIA	ANHNPI	2 OR MO	RE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFOR	CE %	100	54.5	45.5	43.8	35.2	4.5	1.1	1.7	2.3	4.5	6.8	0.0	0.0	Α.
WORKFOR	CE PARITY %	100	48.0	52.0	36.1	40.1	3.9	4.1	2.2	3.8	5.8	3.7	0.2	0.2	В.
WORKFOR	CE NOS.	176	96	80	77	62	8	2	3	4	8	12	0	0	C.
WORKFOR	CE PARITY NOS.	176	84.5	91.5	63.5	70.6	6.9	7.2	3.9	6.7	10.2	6.5	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		11.5	-11.5	13.5	-8.6	1.1	-5.2	-0.9	-2.7	-2.2	5.5	0.0	0.0	E.
PREVIOUS	UTILIZATION		8.8	-8.8	13.0	-2.0	3.3	-4.1	-1.7	-1.5	-5.4	-0.7	0.0	0.0	F.
DALS	PREVIOUS PLAN GOALS	0	0	0											G
HIRING GOALS	CURRENT PLAN HIRES	0	0	0											Н
<u> </u>	CURRENT PLAN GOALS	0	0	0											I
															igsquare
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	16	7	9		2		4	2	2	5	1			J
TIONAL	CURRENT PLAN PROMOTIONS	13	5	8	4	4				1	1	3			K
PROMO	CURRENT PLAN GOALS	20	3	17		9		5	1	3	2				L
GOALS	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
WPU M	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

FORM 85A

Agency:

Occupational Category/Class:

Reporting Date: April 30, 2024

Southern CT State University II. Faculty

Associate Professor Labor Market Area:

CT/National

		GRAND	TOTAL	TOTAL	W	HITE	BL	ACK	HIS	PANIC	AAIA	NHNPI	2 OR MOR	RE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFOR	CE %	100	44.7	55.3	32.0	41.3	2.7	4.0	0.7	3.3	9.3	6.7	0.0	0.0	A.
WORKFOR	CE PARITY %	100	37.8	62.2	26.0	50.1	0.7	1.2	0.9	0.9	10.1	9.9	0.2	0.3	В.
WORKFOR	CE NOS.	150	67	83	48	62	4	6	1	5	14	10	0	0	C.
WORKFOR	CE PARITY NOS.	150	56.7	93.3	39.0	75.2	1.1	1.8	1.4	1.4	15.2	14.9	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		10.3	-10.3	9.0	-13.2	3.0	4.2	-0.4	3.7	-1.2	-4.9	0.0	0.0	E.
PREVIOUS	UTILIZATION		-1.4	1.4	5.8	5.9	2.9	5.2	0.8	-1.4	-10.4	-8.1	0.0	0.0	F.
OALS	PREVIOUS PLAN GOALS	2	0	2								2			G
HIRING GOALS	CURRENT PLAN HIRES	2	0	2						1		1			Н
II	CURRENT PLAN GOALS	3	0	3		2						1			I
	Т														
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	17	10	7						1	10	6			J
TIONAL	CURRENT PLAN PROMOTIONS	13	5	8	3	6				1	2	1			K
PROMO	CURRENT PLAN GOALS	16	1	15		11					1	4			L
	<u> </u>														
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW#	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Occupational Category/Class: Reporting April 30, 2024

Southern CT State University II. Faculty Assistant Professor Labor Market Area: CT/National

		GRAND	TOTAL	TOTAL	W	HITE	BL	ACK	HIS	PANIC	AAIA	ANHNPI	2 OR M	ORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORG	CE %	100	35.5	64.5	22.6	46.8	0.0	4.8	0.0	3.2	12.9	9.7	0.0	0.0	A.
WORKFORG	CE PARITY %	100	44.8	55.2	32.2	39.2	2.6	4.7	3.2	3.9	6.0	6.4	0.7	1.1	В.
WORKFORG	CE NOS.	62	22	40	14	29	0	3	0	2	8	6	0	0	C.
WORKFORG	CE PARITY NOS.	62	27.8	34.2	20.0	24.3	1.6	2.9	2.0	2.4	3.7	4.0	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		-5.8	5.8	-6.0	4.7	-1.6	0.1	-2.0	-0.4	4.3	2.0	0.0	0.0	E.
PREVIOUS	UTILIZATION		-6.2	6.1	-7.9	6.0	-2.0	-0.6	-2.4	-0.8	8.4	4.1	0.0	0.0	F.
SALS	PREVIOUS PLAN GOALS	13	12	1	8		2	1	2						G
HIRING GOALS	CURRENT PLAN HIRES	1	0	1								1			Н
보	CURRENT PLAN GOALS	10	10	0	6		2		2						I
GOALS	PREVIOUS PLAN GOALS	0	0	0											J
IIONAL	CURRENT PLAN PROMOTIONS	0	0	0											K
PROMOTIONAL GOALS	CURRENT PLAN GOALS	0	0	0											L
	_														
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW/ MOB	CURRENT PLAN GOALS	0	0	0			_			_	_				0

FORM 85A

April 30, 2024

CT/National

Agency: Occupational Category/Class:

Southern CT State University II. Faculty Coaches

Reporting Date: Labor Market Area:

		GRAND	TOTAL	TOTAL	W	HITE	BL	ACK	HIS	PANIC	AAIA	NHNPI	2 OR MO	RE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFOR	CE %	100	64.0	36.0	52.0	28.0	12.0	4.0	0.0	4.0	0.0	0.0	0.0	0.0	Α.
WORKFOR	CE PARITY %	100	70.3	29.7	50.3	22.0	12.2	4.0	3.0	1.3	4.6	2.2	0.2	0.1	В.
WORKFOR	CE NOS.	25	16	9	13	7	3	1	0	1	0	0	0	0	C.
WORKFOR	CE PARITY NOS.	25	17.6	7.4	12.6	5.5	3.1	1.0	0.8	0.3	1.2	0.6	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		-1.6	1.6	0.4	1.5	0.0	0.0	-0.8	0.7	-1.2	-0.6	0.0	0.0	E.
PREVIOUS	UTILIZATION		-0.4	0.4	1.1	1.2	0.2	-1.0	-0.9	0.6	-0.7	-0.4	0.0	0.0	F.
)ALS	PREVIOUS PLAN GOALS	3	2	1				1	1		1				G
HIRING GOALS	CURRENT PLAN HIRES	2	1	1	1			1							Н
보 	CURRENT PLAN GOALS	3	2	1					1		1	1			I
SOALS	PREVIOUS PLAN GOALS	0	0	0											J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS-	0	0	0											K
PROMO.	CURRENT PLAN GOALS	0	0	0											L
AREER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW, MOB	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Occupational Category/Class: Reporting Date: April 30, 2024

Southern CT State University III. Professional All Nonfaculty Labor Market Area: CT/National

		GRAND	TOTAL	TOTAL	WI	IITE	BL	ACK	HISF	PANIC	AAIA	NHNPI	2 OR MO	RE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFOR	CE %	100	36.4	63.6	25.7	45.2	5.7	8.4	1.1	5.7	3.1	3.8	0.8	0.4	Α.
WORKFOR	CE PARITY %	100	44.5	55.5	31.7	39.0	3.5	5.7	3.6	5.5	5.0	4.5	0.8	1.1	В.
WORKFOR	CE NOS.	261	95	166	67	118	15	22	3	15	8	10	2	1	C.
WORKFOR	CE PARITY NOS.	261	116.1	144.9	82.7	101.8	9.1	14.9	9.4	14.4	13.1	11.7	2.1	2.9	D.
NET UTILIZ	ZATION (+/-)		-21.1	21.1	-15.7	16.2	5.9	7.1	-6.4	0.6	-5.1	-1.7	-0.1	-1.9	E.
PREVIOUS	UTILIZATION		-20.1	20.1	-16.7	19.1	6.4	3.8	-4.6	1.1	-6.7	-3.1	1.2	-1.5	F.
DALS	PREVIOUS PLAN GOALS	34	29	5	17				5		7	3		2	G
HIRING GOALS	CURRENT PLAN HIRES	24	9	15	5	6	2	5		2	2	2			Н
보	CURRENT PLAN GOALS	31	27	4	16				6		5	2		2	I
															╀
GOALS	PREVIOUS PLAN GOALS	0	0	0											J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	3	1	2	1	1		1							K
PROMO	CURRENT PLAN GOALS	0	0	0											L
REER OALS	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW, MOB	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: **Southern CT State University** Occupational Category/Class:

IV. Secretarial/ Clerical- Varied

Reporting Date: April 30, 2024 Labor Market Area: New Haven County

		GRAND	TOTAL	TOTAL	WH	IITE	В	LACK	HIS	PANIC	AAIA	NHNPI	2 OR MO	RE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100	27.0	73.0	24.3	32.4	2.7	18.9	0.0	16.2	0.0	2.7	0.0	2.7	A.
WORKFORC	E PARITY %	100	8.9	91.1	5.4	64.3	1.5	13.4	1.5	10.2	0.2	1.5	0.3	1.5	B.
WORKFORC	E NOS.	37	10	27	9	12	1	7	0	6	0	1	0	1	C.
WORKFORC	E PARITY NOS.	37	3.3	33.7	2.0	23.8	0.6	5.0	0.6	3.8	0.1	0.6	0.0	0.0	D.
NET UTILIZ	ATION (+/-)		6.7	-6.7	7.0	-11.8	0.4	2.0	-0.6	2.2	-0.1	0.4	0.0	0.0	E.
PREVIOUS (JTILIZATION		7.5	-7.5	6.9	-13.2	1.4	2.7	-0.6	2.2	-0.1	0.4	0.0	0.0	F.
SJALS	PREVIOUS PLAN GOALS	12	1	11		11			1						G
HIRING GOALS	CURRENT PLAN HIRES	2	0	2		2									Н
Ï	CURRENT PLAN GOALS	12	1	11		11			1						I
GOALS	PREVIOUS PLAN GOALS	2	0	2		2									J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	0	0	0											K
PROMO	CURRENT PLAN GOALS	1	0	1		1									L
	ı														
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW,	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Occupational Category/Class: Reporting Date: April 30, 2023

Southern CT State University

IV. Secretarial / Clerical - Secretary2

Labor Market Area: New Haven County

		GRAND	TOTAL	TOTAL	WH	IITE	BL	ACK	HISP	ANIC	AAIA	NHNPI	2 OR MOR	E RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100	2.4	97.6	0.0	51.2	2.4	34.1	0.0	12.2	0.0	0.0	0.0	0.0	Α.
WORKFORC	E PARITY %	100	18.3	81.7	3.7	59.6	4.9	12.2	5.3	5.7	4.3	1.5	0.1	2.7	B.
WORKFORG	E NOS.	41	1	40	0	21	1	14	0	5	0	0	0	0	C.
WORKFORG	E PARITY NOS.	41	7.5	33.5	1.5	24.4	2.0	5.0	2.2	2.3	1.8	0.6	0.0	0.0	D.
NET UTILIZ	ATION (+/-)		-6.5	6.5	-1.5	-3.4	-1.0	9.0	-2.2	2.7	-1.8	-0.6	0.0	0.0	E.
PREVIOUS (UTILIZATION		-1.9	1.9	-1.4	-4.3	0.0	7.7	-0.4	0.1	0.0	-0.6	0.0	0.0	F.
SJALS	PREVIOUS PLAN GOALS	5	1	4	1	3						1			G
HIRING GOALS	CURRENT PLAN HIRES	4	0	4		3				1					Н
Ŧ	CURRENT PLAN GOALS	10	7	3	2	2	1		2		2	1			I
	1														
GOALS	PREVIOUS PLAN GOALS	1	0	1		1									J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	0	0	0											K
PROMO	CURRENT PLAN GOALS	1	0	1		1									L
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW,	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

April 30, 2024

Agency: Reporting Date:

Occupational Category/Class:

V. Technical/Para- Professional **Southern CT State University** Labor Market Area: **New Haven County**

		GRAND	TOTAL	TOTAL	W	HITE	BL	ACK	HISP	ANIC	AAIA	NHNPI	2 OR M	ORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORG	CE %	100	25.0	75.0	0.0	50.0	0.0	0.0	25.0	0.0	0.0	25.0	0.0	0.0	A.
WORKFORG	CE PARITY %	100	28.9	71.1	16.0	41.8	3.9	9.7	7.0	11.6	1.7	4.3	0.2	3.7	В.
WORKFORG	CE NOS.	4	1	3	0	2	0	0	1	0	0	1	0	0	C.
WORKFORG	CE PARITY NOS.	4	1.2	2.8	0.6	1.7	0.2	0.4	0.3	0.5	0.1	0.2	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		-0.2	0.2	-0.6	0.3	-0.2	-0.4	0.7	-0.5	-0.1	0.8	0.0	0.0	E.
	UTILIZATION		-0.2	0.2	-0.6	0.3	-0.2	-0.4	0.7	-0.5	-0.1	0.8	0.0	0.0	0
DALS	PREVIOUS PLAN GOALS	3	1	2	1			1		1					G
HIRING GOALS	CURRENT PLAN HIRES	0	0	0											Н
Ī	CURRENT PLAN GOALS	3	1	2	1			1		1					I
	•														Ш
GOALS	PREVIOUS PLAN GOALS	0	0	0											J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	0	0	0											K
PROMO.	CURRENT PLAN GOALS	0	0	0											L
	_														Ш
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW, MOB	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Reporting Date: April 30, 2024

Occupational Category/Class: **VI. Skilled Crafts** Αll **Southern CT State University** Labor Market Area: **New Haven County**

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HISP	ANIC	AAIAN	NHNPI	2 OR MO	ORE RACES	\Box
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORC	E %	100	100.0	0.0	78.1	0.0	12.5	0.0	6.3	0.0	3.1	0.0	0.0	0.0	A.
WORKFORC	E PARITY %	100	91.8	8.2	61.4	1.4	13.5	1.9	15.9	4.6	0.6	0.1	0.5	0.2	В.
WORKFORC	E NOS.	32	32	0	25	0	4	0	2	0	1	0	0	0	C.
WORKFORC	E PARITY NOS.	32	29.4	2.6	19.6	0.4	4.3	0.6	5.1	1.5	0.2	0.0	0.0	0.0	D.
NET UTILIZ	ATION (+/-)		2.6	-2.6	5.4	-0.4	-0.3	-0.6	-3.1	-1.5	0.8	0.0	0.0	0.0	E.
	UTILIZATION		2.7	-2.7	6.3	-0.4	0.6	-0.5	-3.9	-1.6	-0.2	0.0	0.0	0.0	F.
HIRING GOALS	PREVIOUS PLAN GOALS	8	4	4		1		1	4	2					G
HIRING	CURRENT PLAN HIRES	5	5	0	5										Н
_	CURRENT PLAN GOALS	7	3	4		1		1	3	2					I
٦٢	PREVIOUS PLAN GOALS	0	0	0											J
MOITO	CURRENT PLAN PROMOTIONS	2	2	0					1		1				K
PROMOTIONAL GOALS	CURRENT PLAN GOALS	0	0	0											L
PWARD/ CAREER IOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0											М
	CURRENT PLAN PROMOTIONS	0	0	0											N
	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: Southern CT State University

Occupational Category/Class:

VII. Maintenance/ Services- Varied

Reporting Date: April 30, 2024
Labor Market Area: New Haven County

		GRAND	TOTAL	TOTAL	WI	HITE	BL	ACK	HIS	PANIC	AAIA	NHNPI	2 OR MC	ORE RACES	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORG	CE %	100	71.4	28.6	14.3	0.0	42.9	7.1	14.3	21.4	0.0	0.0	0.0	0.0	A.
WORKFORG	CE PARITY %	100	59.0	41.0	26.6	15.2	15.6	9.9	14.0	13.7	1.3	1.1	1.6	1.0	В.
WORKFORG	CE NOS.	14	10	4	2	0	6	1	2	3	0	0	0	0	C.
WORKFORG	CE PARITY NOS.	14	8.3	5.7	3.7	2.1	2.2	1.4	2.0	1.9	0.2	0.2	0.0	0.0	D.
NET UTILIZ	ZATION (+/-)		1.7	-1.7	-1.7	-2.1	3.8	-0.4	0.0	1.1	-0.2	-0.2	0.0	0.0	E.
PREVIOUS	UTILIZATION		1.1	-1.1	-2.0	-2.4	2.7	-0.3	0.9	1.9	-0.2	-0.2	0.0	0.0	F.
)ALS	PREVIOUS PLAN GOALS	3	1	2	1	1		1							G
HIRING GOALS	CURRENT PLAN HIRES	0	0	0											Н
	CURRENT PLAN GOALS	3	1	2	1	1		1							I
	_														
GOALS	PREVIOUS PLAN GOALS	2	1	1	1	1									J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS	2	2	0	1		1								K
PROMO:	CURRENT PLAN GOALS	2	1	1	1	1									L
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW, MOB	CURRENT PLAN GOALS	0	0	0											0

FORM 85A

Agency: **Southern CT State University** Occupational Category/Class:

VII. Maintenance/Services- Custodian

Reporting Date: Labor Market Area: New Haven County

April 30, 2024

		GRAND	TOTAL	TOTAL		HITE		ACK	HISPA		AAIAN			ORE RACES	
		TOTAL	MALE	FEMALE		FEMALE	MALE	FEMALE		FEMALE	MALE	FEMALE	MALE	FEMALE	+
WORKFORC	E %	100	65.7	34.3	17.9	4.5	38.8	22.4	7.5	7.5	1.5	0.0	0.0	0.0	A.
WORKFORC	E PARITY %	100	54.6	45.4	26.0	18.8	10.3	7.2	15.9	16.5	0.8	1.5	1.6	1.4	В.
WORKFORC	E NOS.	67	44	23	12	3	26	15	5	5	1	0	0	0	C.
WORKFORC	E PARITY NOS.	67	36.6	30.4	17.4	12.6	6.9	4.8	10.7	11.1	0.5	1.0	0.0	0.0	D.
NET UTILIZA	ATION (+/-)		7.4	-7.4	-5.4	-9.6	19.1	10.2	-5.7	-6.1	0.5	-1.0	0.0	0.0	E.
PREVIOUS U	JTILIZATION		8.4	-8.4	-4.4	-7.6	18.1	6.2	-5.7	-6.1	1.5	0.0	0.0	0.0	F.
SALS	PREVIOUS PLAN GOALS	24	10	14	4	8			6	6					G
HIRING GOALS	CURRENT PLAN HIRES	7	3	4			3	4							Н
보	CURRENT PLAN GOALS	28	11	17	5	10			6	6		1			I
GOALS	PREVIOUS PLAN GOALS	0	0	0											J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS *	0	0	0											K
PROMO	CURRENT PLAN GOALS	0	0	0											L
REER	PREVIOUS PLAN GOALS	0	0	0											M
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW/ MOB	CURRENT PLAN GOALS	0	0	0											0
		•													

FORM 85A

Agency: Occupational Category/Class:

Reporting Date: April 30, 2024

Southern CT State University

VII. Protective Services

LMA: New Haven County

			TOTAL	TOTAL		HITE		ACK		PANIC		NHNPI	2 OR MOR		
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFO	ORCE %	100	76.2	23.8	42.9	19.0	14.3	4.8	19.0	0.0	0.0	0.0	0.0	0.0	A.
FINAL A	VAILABILITY BASE%	100	91.6	8.4	68.3	3.5	5.1	3.7	14.4	1.1	2.9	0.1	0.9	0.0	В.
WORKFO	DRCE NUMBERS	21	16	5	9	4	3	1	4	0	0	0	0	0	C.
WORKFO	DRCE PARITY NUMBERS	21	19.2	1.8	14.3	0.7	1.1	0.8	3.0	0.2	0.6	0.0	0.0	0.0	D.
NET UTII	LIZATION (+/-)		-3.2	3.2	-5.3	3.3	1.9	0.2	1.0	-0.2	-0.6	0.0	0.0	0.0	E.
	JS UTILIZATION		-3.2	3.2	-6.3	2.3	1.9	1.2	2.0	-0.2	-0.6	0.0	0.0	0.0	F.
JALS	PREVIOUS PLAN GOALS	7	7	0	6						1				G
HIRING GOALS	CURRENT PLAN HIRES	2	1	1	1	1									Н
보	CURRENT PLAN GOALS	6	6	0	5						1				I
	1														
SOALS	PREVIOUS PLAN GOALS	0	0	0											J
PROMOTIONAL GOALS	CURRENT PLAN PROMOTIONS-	0	0	0											K
PROMO	CURRENT PLAN GOALS	0	0	0											L
REER	PREVIOUS PLAN GOALS	0	0	0											М
UPWARD/ CAREER MOBILITY GOALS	CURRENT PLAN PROMOTIONS	0	0	0											N
UPW/	CURRENT PLAN GOALS	0	0	0											0

May 1, 2023- April 30, 2024

Occupational Category/Class	Hiring Goals	Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Executive/Managerial (Cat.1)	2 WF 1 AAIANHNPI F	1 WF	1 BM 1 AAIANHNPI M	1 WF		
Faculty-Professional- (Cat. 2) <i>Professor</i>				2 WF 4 BF 2 HM 2 HF 5 AAIANHNPI M 1 AAIANHNPI F	2 WF 1 HF 1 AAIANHNPI M 1 AAIANHNPI F	4 WM 2 WF 2 AAIANHNPI F
Associate Professor- Full time tenure track	2 AAIANHNPI F	1 AAIANHNPI F	1 HF	1 HF 10 AAIANHNPI M 6 AAIANHNPI F	1 HF 2 AAIANHNPI M 1 AAIANHNPI F	3 WM 6 WF
Assistant Professor Full time tenure track	8 WM 2 BM 1 BF 2 HM		1 AAIANHNPI F			
Coaches	1 BF 1 HM 1 AAIANHNPI M	1 BF	1 WM			
Professional Non- faculty (Cat. 3)	17 WM 5 HM 7 AAIANHNPI M 3 AAIANHNPI F TWO OR MORE 2 RACES F	5 WM 2 AAIANHNPI M 2 AAIANHNPI F	6 WF 2 BM 5 BF 2 HF			1 WM 1 WF 1 BF
Secretarial/Clerical- Varied (Cat. 4)	11 WF 1 HM	2 WF		2 WF		1 WM

May 1, 2023- April 30, 2024

Occupational Category/Class	_	Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Secretary 2	1 WM 3 WF 1 AAIANHNPI F	3 WF	1 HF	1 WF		
Technical and Paraprofessional (Cat. 5)	1 WM 1 BF 1 HF					
Skilled Craft (Cat 6)	1 WF 1 BF 4 HM 2 HF	5 WM				
Service/Maintenance Varied NEC (Cat 7)	1 WM 1 WF 1 BF			1 WM 1 WF	1 WM	2 BM
Custodian (Cat 7)	4 WM 8 WF 6 HM 6 HF		3 BM 4 BF			
Protective Services	6 WM 1 AAIANHNPI M		1 WM 1 WF			
Total	117	22	30	39	10	

May 1, 2024- April 30, 2025

Occupational Category/Class		Achieved	Other Hires	Promotion Goals	Achieved	Other Promo
Executive/Managerial (Cat.1)	1 WM 2 WF 1 AAIANHNPI F					
Faculty-Professional- (Cat. 2) <i>Professor</i>				9 WF 5 BF 1 HM 3 HF 2 AAIANHNPI M		
Associate Professor- Full time tenure track	2 WF 1 AAIANHNPI F			11 WF 1 AAIANHNPI M 4 AAIANHNPI F		
Assistant Professor Full time tenure track	6 WM 2 BM 2 HM					
Coaches	1 HM 1 AAIANHNPI M 1 AAIANHNPI F					
Professional Non- faculty (Cat. 3)	16 WM 6 HM 5 AAIANHNPI M 2 AAIANHNPI F 1 TWO OR MORE RACES F					
Secretarial/Clerical- Varied (Cat. 4)	11 WF 1 HM			1 WF		

May 1, 2024- April 30, 2025

Occupational						Other
Category/Class	Hiring Goals	Achieved	Other Hires	Promotion Goals	Achieved	Promo
Secretary 2	2 WM 2 WF 1 BM 2 HM 2 AAIANHNPI M 1 AAIANHNPI F			1 WF		
Technical and	1 WM					
Paraprofessional (Cat. 5)	1 BF 1 HF					
Skilled Craft (Cat 6)	1 WF 1 BF 3 HM 2 HF					
Service/Maintenance Varied NEC (Cat 7)	1 WM 1 WF 1 BF			1 WM 1 WF		
Custodian (Cat 7)	5 WM 10 WF 6 HM 6 HF 1 <u>AAIANHNPI</u> F					
Protective Services	5 WM 1 AAIANHNPI M					
Total	120	0	0	40	0	

9. Employment Analyses Section 46a-68-86 FORM 42A1 Category: **I. Executive**

Titles: A

Employment Process	Grand Total	Total Male	1	White Male	White Female	Black Male	Black Female		Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	31	17	14	11	10	3	2	1	2	2	0	0	0
Workforce #, Previous	33	19	14	13	10	3	2	1	2	2	0	0	0
Net Change	-2	-2	0	-2	0	0	0	0	0	0	0	0	0
Hires	3	2	1		1	1				1			
Promotion into Category	0	0	0										
Temporary Appts.	0	0	0										
Emergency Appts.	0	0	0										
Promotion within Category	0	0	0										
Total Increases	3	2	1	0	1	1	0	0	0	1	0	0	0
Voluntary Demotion to Faculty	1	0	1		1								
Retirements	0	0	0										
Termination/dismissals	0	0	0										
Resignations	4	4	0	2		1				1			
Total Reductions	5	4	1	2	1	1	0	0	0	1	0	0	0

FORM 42A1 Category: II. Faculty

Titles: **Professor**

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	176	96	80	77	62	8	2	3	4	8	12	0	0
Workforce #, Previous	168	94	74	76	59	8	3	3	3	7	9	0	0
Net Change	8	2	6	1	3	0	-1	0	1	1	3	0	0
Hires	0	0	0										
Promotion into Category	13	5	8	4	4				1	1	3		
Temporary Appts.	0	0	0										
Voluntary Demotion into category	0	0	0										
Return from leave	0	0	0										
	0	0	0										
Total Increases	13	5	8	4	4	0	0	0	1	1	3	0	0
Transfers	0	0	0										
Went to PT staff	0	0	0										
Retirements	4	2	2	2	1		1						
Resignations	1	1	0	1									
Deceased	0	0	0										
Promotion out of category	0	0	0										
Total Reductions	5	3	2	3	1	0	1	0	0	0	0	0	0

FORM 42A1

Category:

II. Faculty

Titles:

Associate Professor

Date: **April 30, 2024**

Employment Process Analysis

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female			Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	150	67	83	48	62	4	6	1	5	14	10	0	0
Workforce #, Previous	154	69	85	50	63	4	7	2	4	13	11	0	0
Net Change	-4	-2	-2	-2	-1	0	-1	-1	1	1	-1	0	0
Hires	2	0	2						1		1		
Promotion into Category	13	5	8	3	6				1	2	1		
Temporary Appts.	0	0	0										
	0	0	0										
	0	0	0										
	0	0	0										
Total Increases	15	5	10	3	6	0	0	0	2	2	2	0	0
Transfers	0	0	0										
Retirements	4	1	3		2		1	1					
Deceased	0	0	0										
Resignations	2	1	1	1	1								
Promotion out of category	13	5	8	4	4				1	1	3		
	0	0	0										
Total Reductions	19	7	12	5	7	0	1	1	1	1	3	0	0

FORM 42A1

Category:

II. Faculty

Titles:

Assistant Professor

Date: **April 30, 2024**

Employment Process Analysis

Employment Process	Grand Total	Total Male		White Male	White Female		Black Female		Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	62	22	40	14	29	0	3	0	2	8	6	0	0
Workforce #, Previous	76	28	48	17	36	0	3	0	3	11	6	0	0
Net Change	-14	-6	-8	-3	-7	0	0	0	-1	-3	0	0	0
Hires	1	0	1								1		
Promotion into Category	0	0	0										
Temporary Appts.	0	0	0										
Emergency Appts.	0	0	0										
	0	0	0										
Total Increases	1	0	1	0	0	0	0	0	0	0	1	0	0
Dismissal	0	0	0										
Full time to part time	0	0	0										
Contract Ended	0	0	0										
Retirement	0	0	0										
Resignations	2	1	1		1					1			
Promotion out of category	13	5	8	3	6				1	2	1		
Total Reductions	15	6	9	3	7	0	0	0	1	3	1	0	0

FORM 42A1 Category: II. Faculty
Titles: Coaches

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	25	16	9	13	7	3	1	0	1	0	0	0	0
Workforce #, Previous	24	16	8	13	7	3	0	0	1	0	0	0	0
Net Change	1	0	1	0	0	0	1	0	0	0	0	0	0
Hires	2	1	1	1			1						
Promotion into Category	0	0	0										
Temporary Appts.	0	0	0										
Return from leave	0	0	0										
Emergency Hires	0	0	0										
Promotion within Category	0	0	0										
Total Increases	2	1	1	1	0	0	1	0	0	0	0	0	0
Transfers	0	0	0										
Went to PT staff	0	0	0										
Retirements	0	0	0										
Contract Ended	0	0	0										
Resignations	1	1	0	1									
Promotion out of category	0	0	0										
Total Reductions	1	1	0	1	0	0	0	0	0	0	0	0	0

FORM 42A1 Category: III. Prof. Nonfaculty

Titles: All

	Grand	Total	Total	White	White	Black	Black	Hisnanic	Hisnanic	AAIANHNPI	AAIANHNPI	Two or More Races	Two or More Races
Employment Process	Total	Male	Female	Male			Female		Female	Male	Female	Male	Female
Workforce #, Current	261	95	166	67	118	15	22	3	15	8	10	2	1
Workforce #, Previous	253	93	160	65	119	15	18	4	14	6	8	3	1
Net Change	8	2	6	2	-1	0	4	-1	1	2	2	-1	0
Hires	24	9	15	5	6	2	5		2	2	2		
Promotion into Category	3	1	2	1	1		1						
Moved position to Profesional category from Clerical	1	0	1		1								
Emergency Hires	0	0	0										
Intermittent Appts.	0	0	0										
Promotion within Category	5	3	2	2	2	1							
Total Increases	28	10	18	6	8	2	6	0	2	2	2	0	0
Transfer	0	0	0										
Retirements	7	0	7		5		1		1				
Contract Ended	1	1	0			1							
Went to PT	1	1	0					1					
Resignations	11	6	5	4	4	1	1					1	
Promotion to another category	0	0	0										
Total Reductions	20	8	12	4	9	2	2	1	1	0	0	1	0

FORM 42A1 Category: **IV. Secretarial / Clerical**

Titles: Varied

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female		Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	More Races Male	More Races Female
Workforce #, Current	37	10	27	9	12	1	7	0	6	0	1	0	1
Workforce #, Previous from the prior category excluding	39	11	28	9	12	2	8	0	6	0	1	0	1
Net Change	-2	-1	-1	0	0	-1	-1	0	0	0	0	0	0
Hires	2	0	2		2								
Went from part-time to full- time	0	0	0										
Intermittent Appts.	0	0	0										
Temporary Appts.	0	0	0										
	0	0	0										
Promoted into Category	0	0	0										
Total Increases	2	0	2	0	2	0	0	0	0	0	0	0	0
Layoffs	0	0	0										
Movéd title to Professional category	0	0	0										
Retirements	2	1	1		1	1							
Disability Retirement	0	0	0										
Resignations	0	0	0										
Promotion to another category	2	0	2		1		1						
Total Reductions	4	1	3	0	2	1	1	0	0	0	0	0	0

FORM 42A1 Category: **IV. Secretarial / Clerical**

Titles: Secretary 2

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female		Black Female		Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	41	1	40		21	1	14		5				
Workforce #, Previous	40	1	39	0	21	1	14	0	4	0	0	0	0
Net Change	1	0	1	0	0	0	0	0	1	0	0	0	0
Hires	4	0	4		3				1				
Promotion within Category	0	0	0										
Temporary Appts.	0	0	0										
Return from Leave of absence	0	0	0										
Intermittent Appts.	0	0	0										
Promotion into Category	0	0	0										
Total Increases	4	0	4	0	3	0	0	0	1	0	0	0	0
Transfers	0	0	0										
Layoffs	0	0	0										
Retirements	2	0	2		2								
Termination/dismissals	0	0	0										
Resignations	1	0	1		1								
Promotion to another category	0	0	0										
Total Reductions	3	0	3	0	3	0	0	0	0	0	0	0	0

FORM 42A1 Category: V. Technical / Paraprofessional

Titles: Al

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	4	1	3	0	2	0	0	1	0	0	1	0	0
Workforce #, Previous	4	1	3	0	2	0	0	1	0	0	1	0	0
Net Change	0	0	0	0	0	0	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										
parttime to fulltime	0	0	0										
Total Increases	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers	0	0	0										
Layoffs	0	0	0										
Retirements	0	0	0										
Termination/dismissals	0	0	0										
Resignations	0	0	0										
Transfer to another categor	0	0	0										
Total Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0

FORM 42A1 Category: VI. Skilled Crafts

Titles: All

Workforce #, Current 32 32 0 25 0 4 0 2 0 1 0 0 Workforce #, Previous 29 29 0 24 0 4 0 1 0 0 0 Net Change 3 3 0 1 0 0 1 0 1 0	Employment Process	Grand Total		Total Female		White Female	1		Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Net Change 3 3 0 1 0 0 1 0 1 0 0 0 1 0	Workforce #, Current	32	32	0	25	0	4	0	2	0	1	0	0	0
Hires	Workforce #, Previous	29	29	0	24	0	4	0	1	0	0	0	0	0
Promotion within Category 1 1 0 1 0 <td>Net Change</td> <td>3</td> <td>3</td> <td>0</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td>	Net Change	3	3	0	1	0	0	0	1	0	1	0	0	0
Correction 0 0 0 Emergency Hires 0 0 0 Intermittent Appts. 0 0 0 Promotion into Category 2 2 0 1 1 Total Increases 7 7 0 5 0 0 1 0 1 0 0 Transfers 0	Hires	5	5	0	5									
Emergency Hires 0	Promotion within Category	1	1	0			1							
Intermittent Appts. 0 0 0 Promotion into Category 2 2 0 1 1 Total Increases 7 7 0 5 0 0 1 0 1 0 0 Transfers 0 <td>Correction</td> <td>0</td> <td>0</td> <td>0</td> <td></td>	Correction	0	0	0										
Promotion into Category 2 2 0 1 1 Total Increases 7 7 0 5 0 0 1 0 1 0 0 Transfers 0 </td <td>Emergency Hires</td> <td>0</td> <td>0</td> <td>0</td> <td></td>	Emergency Hires	0	0	0										
Total Increases 7 7 0 5 0 0 1 0 1 0 0 Transfers 0	Intermittent Appts.	0	0	0										
Transfers 0	Promotion into Category	2	2	0					1		1			
Layoffs 0 0 0 Retirements 2 2 0 2 Termination/dismissals 0 0 0 0 Resignations Promotion out to another category 0 0 0 0 0	Total Increases	7	7	0	5	0	0	0	1	0	1	0	0	0
Retirements 2 2 0 2	Transfers	0	0	0										
Termination/dismissals	Layoffs	0	0	0										
Resignations 2 2 0 2 Promotion out to another category 0 0 0	Retirements	2	2	0	2									
Promotion out to another category 0 0 0	Termination/dismissals	0	0	0										
category 0 0 0	Resignations	2	2	0	2									
Total Reductions 4 4 0 4 0 0 0 0 0 0 0 0 0		0	0	0										
1	Total Reductions	4	4	0	4	0	0	0	0	0	0	0	0	0

FORM 42A1 Category: VII. Service Maintenance

Titles: Varied

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNP I Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	14	10	4	2	0	6	1	2	3	0	0	0	0
Workforce #, Previous	15	10	5	2	0	5	1	3	4	0	0	0	0
Net Change	-1	0	-1	0	0	1	0	-1	-1	0	0	0	0
Hires	0	0	0										
Temporary Appts.	0	0	0										
Miscount in last AAP	0	0	0										
Intermittent Appts.	0	0	0										
Promotion into Category	2	2	0	1		1							
Total Increases	2	2	0	1	0	1	0	0	0	0	0	0	0
Death	0	0	0										
Layoffs	0	0	0										
Retirements	2	0	0										
Promotion out of category	0	0	0										
Resignations	2	1	1	1					1				
Promo out of category	1	1	0					1					
Total Reductions	3	2	1	1	0	0	0	1	1	0	0	0	0

FORM 42A1 Category: VII. Service Maintenance

Titles: Custodian

Employment Process	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Workforce #, Current	67	44	23	12	3	26	15	5	5	1	0	0	0
Workforce #, Previous	67	45	22	13	5	25	11	5	5	2	1	0	0
Net Change	0	-1	1	-1	-2	1	4	0	0	-1	-1	0	0
Hires	7	3	4			3	4						
Promotion within Category	0	0	0										
Temporary Appts.	0	0	0										
Miscounted in last AAP	0	0	0										
Lateral Transfer into Category	0	0	0										
Total Increases	7	3	4	0	0	3	4	0	0	0	0	0	0
Deceased	0	0	0										
Went to part time staff	0	0	0										
Retirements	2	1	1	1	1								
Termination/dismissals	0	0	0										
Resignations	3	1	2		1	1					1		
Promo out of category	3	3	0	1		1				1			
Total Reductions	8	5	3	2	2	2	0	0	0	1	1	0	0

FORM 42A1 Category: VII. Protective Services
Titles: Protective Services

Workforce #, Current 21 16 5 9 4 3 1 4 0	Employment Process	Grand Total	1	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Races Male	Two or More Races Female
Net Change 0 0 1 1 0 -1 -1 0 0 0 0 Hires 2 1	Workforce #, Current	21	16	5	9	4	3	1	4	0	0	0	0	0
Hires 2 1 <td>Workforce #, Previous</td> <td>21</td> <td>16</td> <td>5</td> <td>8</td> <td>3</td> <td>3</td> <td>2</td> <td>5</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Workforce #, Previous	21	16	5	8	3	3	2	5	0	0	0	0	0
Promotion within Category 2 1 <td>Net Change</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> <td>0</td> <td>-1</td> <td>-1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	Net Change	0	0	0	1	1	0	-1	-1	0	0	0	0	0
Temporary Appointments 0	Hires	2	1	1	1	1								
Emergency Hires 0	Promotion within Category	2	1	1			1	1						
Intermittent Appts. 0	Temporary Appointments	0	0	0										
Miscount in last AAP 0	Emergency Hires	0	0	0										
Total Increases 2 1 1 1 0 0 0 0 0 0 0 Transfers 0	Intermittent Appts.	0	0	0										
Transfers 0	Miscount in last AAP	0	0	0										
Layoffs 0 0 0 Retirements 1 0 1 Termination/dismissals 0 0 0 Resignations 1 1 0 Promotion to another category 0 0 0	Total Increases	2	1	1	1	1	0	0	0	0	0	0	0	0
Retirements 1 0 1 1 Termination/dismissals 0 0 0 0 Resignations 1 1 0 1 Promotion to another category 0 0 0 0	Transfers	0	0	0										
Termination/dismissals 0 0 0 Resignations 1 1 0 1 Promotion to another category 0 0 0 0	Layoffs	0	0	0										
Resignations 1 1 0 1 Promotion to another category 0 0 0 0	Retirements	1	0	1				1						
category 0 0 0	Termination/dismissals	0	0	0										
category 0 0 0	Resignations	1	1	0					1					
Total Reductions 2 1 1 0 0 0 1 1 0 0 0 0 0		0	0	0										
	Total Reductions	2	1	1	0	0	0	1	1	0	0	0	0	0

Date: April 30, 2024

Category: Titles:

I. Executive

All

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	ТМ	TF	UM	UF	UU	
Intra-agency	0	0	0														Α
Outside agency	0	0	0													<u> </u>	В
Reemployment list	0	0	0													<u> </u>	С
Employment list	0	0	0													<u> </u>	D
Transfer list	0	0	0														Е
Other applicants	43	34	9	20	6	3	1	1	0	5	0	2	0	3	2	0	F
TOTAL APPLICANTS	43	34	9	20	6	3	1	1	0	5	0	2	0	3	2	0	G
TOTAL REJECTED APPLICANTS	29	23	6	12	4	1	0	1	0	4	0	2	0	3	2	0	Н
TOTAL QUALIFIED APPLICANTS	14	11	3	8	2	2	1	0	0	1	0	0	0	0	0	0	I
TOTAL INTERVIEWED	14	11	3	8	2	2	1	0	0	1	0	0	0	0	0	0	J
Not offered position	11	9	2	8	1	1	1	0	0	0	0	0	0	0	0	0	K
Offered position	3	2	1	0	1	1	0	0	0	1	0	0	0	0	0	0	L
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	М
TOTAL ACCESSIONS	3	2	1	0	1	1	0	0	0	1	0	0	0	0	0	0	N

Category: Titles:

II. Faculty Professor Applicant Flow Analysis

Date: April 30, 2024

(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	ТМ	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	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	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0													

Category:

II. Faculty

Titles:

Date: April 30, 2024

Associate Professor
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		TF	UM	UF	UU
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	23	8	15	3	5	1	1	0	1	2	6	0	0	2	2	0
TOTAL APPLICANTS	23	8	15	3	5	1	1	0	1	2	6	0	0	2	2	0
TOTAL REJECTED APPLICANTS	11	5	6	1	1	0	1	0	0	2	2	0	0	2	2	0
TOTAL QUALIFIED APPLICANTS	12	3	9	2	4	1	0	0	1	0	4	0	0	0	0	0
TOTAL INTERVIEWED	12	3	9	2	4	1	0	0	1	0	4	0	0	0	0	0
Not offered position	10	3	7	2	4	1	0	0	0	0	3	0	0	0	0	0
Offered position	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0

Category: Titles:

Date: April 30, 2024

II. Faculty Assistant Professor 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	ТМ	TF	UM	UF	UU
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	17	11	6	3	2	1				3	3	2	1	2		
TOTAL APPLICANTS	17	11	6	3	2	1	0	0	0	3	3	2	1	2	0	0
TOTAL REJECTED APPLICANTS	11	7	4	1	1					2	2	2	1	2		
TOTAL QUALIFIED APPLICANTS	6	4	2	2	1	1	0	0	0	1	1	0	0	0	0	0
TOTAL INTERVIEWED	6	4	2	2	1	1				1	1					
Not offered position	4	3	1	1	1	1				1						
Offered position	2	1	1	1							1					
Refused position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0

FORM 42A2 Category: II. Faculty

Titles: Coaches

Date: **April 30, 2024** 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	ТМ	TF	UM	UF	UU
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	28	22	6	15	4	4	2							3		
TOTAL APPLICANTS	28	22	6	15	4	4	2	0	0	0	0	0	0	3	0	0
TOTAL REJECTED APPLICANTS	20	17	3	10	2	4	1							3		
TOTAL QUALIFIED APPLICANTS	8	5	3	5	2	0	1	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	8	5	3	5	2		1									
Not offered position	6	4	2	4	2											
Offered position	2	1	1	1			1									
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	2	1	1	1			1									

Category: **III. Professional/Nonfaculty** Titles: **All** FORM 42A2

All
Applicant Flow Analysis (hires) Date: April 30, 2024

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	ТМ	TF	UM	HE	UU
				IVIAIE	remale	Wate	remale	IVIAIE	remale	Iviale	remale	I IVI	IF	OM	OF .	00
Intra-agency	0	0	0													\vdash
Outside agency	0	0	0												<u> </u>	
Reemployment list	0	0	0													
Employment list	0	0	0													
Transfer list	0	0	0													
Other applicants	362	118	243	59	132	27	47	6	33	7	5		1	19	25	1
TOTAL APPLICANTS	362	118	243	59	132	27	47	6	33	7	5	0	1	19	25	1
TOTAL REJECTED APPLICANTS	241	75	165	36	84	18	33	1	21	1	3		1	19	23	1
TOTAL QUALIFIED APPLICANTS	121	43	78	23	48	9	14	5	12	6	2	0	0	0	2	
TOTAL INTERVIEWED	121	43	78	23	48	9	14	5	12	6	2				2	
Not offered position	96	34	62	18	42	7	9	4	10	4				1	1	
Offered position	25	10	15	5	6	2	5	1	2	2	2					
Refused Position	1	1	0					1								
TOTAL ACCESSIONS	24	9	15	5	6	2	5		2	2	2					

Category: Titles:

IV. Secretarial/Clerical Varied Applicant Flow Analysis

Date: April 30, 2024

(hires)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANH NPI Male	AAIANH NPI Female	ТМ	TF	UM	UF	UU
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	320	54	262	15	137	11	49	6	56	3	10	16		3	10	4
TOTAL APPLICANTS	320	54	262	15	137	11	49	6	56	3	10	16	0	3	10	4
TOTAL REJECTED APPLICANTS	312	54	254	15	132	11	47	6	55	3	10	16		3	10	4
TOTAL QUALIFIED APPLICANTS	8	0	8	0	5	0	2	0	1	0	0	0	0	0	0	0
TOTAL INTERVIEWED	8	0	8	0	5	0	2	0	1	0	0	0	0	0	0	0
Not offered position	5	0	5		3		1		1							
Offered position	2	0	2		2											
Refuse position/Withdrew Candidacy	0	0	0			_										
TOTAL ACCESSIONS	2	0	2		2											

Category: Titles: IV. Secretarial/Clerical FORM 42A2

sect2
Applicant Flow Analysis Date: April 30, 2024 (hires)

	Grand	Total	Total	White	White	Black	Black	Hisnanic	Hispanic		AAIANH NPI					
Applicant Flow Analysis	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
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	544	44	495	20	232	7	104	5	102	2	6	4	18	6	33	5
TOTAL APPLICANTS	544	44	495	20	232	7	104	5	102	2	6	4	18	6	33	5
TOTAL REJECTED APPLICANTS	514	41	468	19	218	6	97	5	98	1	4	4	18	6	33	5
TOTAL QUALIFIED APPLICANTS	30	3	27	1	14	1	7	0	4	1	2	0	0	0	0	0
TOTAL INTERVIEWED	30	3	27	1	14	1	7		4	1	2					
Not offered position	26	3	23	1	11	1	7		3	1	2					
Offered position	4	0	4		3				1							
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	4	0	4		3				1							

Category: **V. Technical/Paraprofessional**Titles: **All** FORM 42A2

All
Applicant Flow Analysis (hires) Date: April 30, 2024

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female		AAIANH NPI Female	ТМ	TF	UM	UF	UU
Intra-agency	0	0	0	Maic	Tomale	Maic	1 cmaic	Widio	1 cmaic	IVIGIO	Tomaic	- 1101		011	O.	
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	0	0
TOTAL APPLICANTS	0	0	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	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	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	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

Category: Titles: VI. Skilled Crafts FORM 42A2

All
Applicant Flow Analysis (hires) Date: April 30, 2024

	Grand		Total	White	White	Black	Black	Uiononio	Llianania	AAIAN HNPI	AAIANH NPI					
Applicant Flow Analysis	Total	Total Male		Male	Female	Male	Female	Male	Hispanic Female	Male	Female	ТМ	TF	UM	UF	UU
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												<u> </u>	
Other applicants	24	24	0	19		3		1				1				
TOTAL APPLICANTS	24	24	0	19	0	3	0	1	0	0	0	1	0	0	0	0
TOTAL REJECTED APPLICANTS	4	4	0	2		1		1							<u> </u>	
TOTAL QUALIFIED APPLICANTS	20	20	0	17	0	2	0	0	0	0	0	1	0	0	0	0
TOTAL INTERVIEWED	20	20	0	17		2						1			<u> </u>	
Not offered position	15	15	0	12		2						1				
Offered position	5	5	0	5												
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	5	5	0	5												

Category: Titles: FORM 42A2 **VII.** Maintenance and Service

Varied

Date: April 30, 2024 Applicant Flow Analysis (hires)

	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI					
Applicant Flow Analysis	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
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	0	0	0	0	0
TOTAL APPLICANTS	0	0	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	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered position	0	0	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	0	0
Refuse position/Withdrew Candidacy	0	0	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	0	0

Category: Titles:

VII. Maintenance and Service

Custodian

Date: April 30, 2024

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	AAIAN HNPI Male	AAIAN HNPI Female	тм	TF	UM	UF	UU
Intra-agency	0	0	0			··········	- Omaio		- Comune		·			011		
Outside agency	0	0	0													
Reemployment list	0	0	0													
Employment list	0	0	0													
Transfer list	0	0	0													
Other applicants	149	119	28	24	2	64	16	19	8	1	1	8		3	1	2
TOTAL APPLICANTS	149	119	28	24	2	64	16	19	8	1	1	8	0	3	1	2
TOTAL REJECTED APPLICANTS	125	107	16	21		59	10	16	4		1	8		3	1	2
TOTAL QUALIFIED APPLICANTS	24	12	12	3	2	5	6	3	4	1	0	0	0	0	0	0
TOTAL INTERVIEWED	24	12	12	3	2	5	6	3	4	1						
Not offered position	17	9	8	3	2	2	2	3	4	1						
Offered position	7	3	4			3	4									
Refuse position/Withdrew Candidacy	0	0	0				_									
TOTAL ACCESSIONS	7	3	4			3	4									

FORM 42A2 Category: Titles: VII. Maintenance and Service **Protective Svcs**

Date: April 30, 2024

Applicant Flow Analysis (hires)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	•	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	тм	TF	UM	UF	UU
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	75	17	42	10	14	2	13	3	1	1			5	1	
TOTAL APPLICANTS	92	75	17	42	10	14	2	13	3	1	1	0	0	5	1	0
TOTAL REJECTED APPLICANTS	82	68	14	37	8	14	2	12	2		1			5	1	
TOTAL QUALIFIED APPLICANTS	10	7	3	5	2	0	0	1	1	1	0	0	0	0	0	0
TOTAL INTERVIEWED	10	7	3	5	2			1	1	1						
Not offered position	8	6	2	4	1			1	1	1						
Offered position	2	1	1	1	1											
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	2	1	1	1	1					_	-					

I. Executive All FORM 42A2 Category: Titles:

Date: April 30, 2024 Applicant Flow Analysis (promos)

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	тм	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0											_		
TOTAL ACCESSIONS	0	0	0													_

Category: Titles:

Date: April 30, 2024

II. Faculty Professor Applicant Flow Analysis (promo)

Annicent Flour Analysis	Grand	Total	Total	White	White	Black	Black	Hispanic	-		AAIANHNPI		T F			
Applicant Flow Analysis	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	IF	UM	UF	UU
Intra-agency	14	6	8	5	4	0	0	0	1	1	3	0	0	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	0	0
TOTAL APPLICANTS	14	6	8	5	4	0	0	0	1	1	3	0	0	0	0	0
TOTAL REJECTED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	13	5	8	4	4	0	0	0	1	1	3	0	0	0	0	0
TOTAL INTERVIEWED***	11	6	5	5	4	0	0	0	1	1	0	0	0	0	0	0
Not offered position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	13	5	8	4	4	0	0	0	1	1	3	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	13	5	8	4	4	0	0	0	1	1	3	0	0	0	0	0

^{***} all applicants are interviewed per union contract

Category: Titles:

Date: April 30, 2024

II. Faculty Associate 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	AAIANHNPI Male	AAIANHNPI Female	тм	TF	UM	UF	UU
Intra-agency	13	5	8	3	6	0	0	0	1	2	1	0	0	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	0	0
TOTAL APPLICANTS	13	5	8	3	6	0	0	0	1	2	1	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	13	5	8	3	6	0	0	0	1	2	1	0	0	0	0	0
TOTAL INTERVIEWED***	13	5	8	3	6	0	0	0	1	2	1	0	0	0	0	0
Not offered position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered position	13	5	8	3	6	0	0	0	1	2	1	0	0	0	0	0
Refuse position/Withdrew Candidacy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	13	5	8	3	6	0	0	0	1	2	1	0	0	0	0	0

^{***} all applicants are interviewed per union contract

Category: Titles:

Date: April 30, 2024

II. Faculty Assistant Professor Applicant Flow Analysis (Promos)

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	TF	UM	UF	UU
Intra-agency	0	0	0												Æ
Outside agency	0	0	0												E
Reemployment list	0	0	0												C
Employment list	0	0	0												Γ
Transfer list	0	0	0												E
Other applicants	0	0	0												F
TOTAL APPLICANTS	0	0	0												0
TOTAL REJECTED APPLICANTS	0	0	0												H
TOTAL QUALIFIED APPLICANTS	0	0	0												I
TOTAL INTERVIEWED	0	0	0												
***Not offered position	0	0	0												F
* Offered position	0	0	0												C
Refuse position/Withdrew Candidacy	0	0	0												F
TOTAL ACCESSIONS*	0	0	0												S

FORM 42A2 Category: II. Faculty

Titles: Coaches

Date: April 30, 2024 Applicant Flow Analysis (promos)

	Grand	Total	Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI					
Applicant Flow Analysis	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0													

Category: **III. Professional/Nonfaculty** Titles: **All** FORM 42A2

All
Applicant Flow Analysis (promos) Date: April 30, 2024

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	_	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	ТМ	TF	UM	UF	UU
Intra-agency	5	3	2	3	1		1	u.c	- Ciliano	maio	1 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													
TOTAL APPLICANTS	5	3	2	3	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	5	3	2	3	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	5	3	2	3	1		1									
Not offered position	2	2	0	2												
Offered position	3	1	2	1	1		1									
Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	3	1	2	1	1		1									

IV. Secretarial/Clerical Varied FORM 42A2 Category: Titles:

Date: April 30, 2024 Applicant Flow Analysis (promos)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	тм	TF	UM	UF	UU
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												
TOTAL APPLICANTS	0	0	0												
TOTAL REJECTED APPLICANTS	0	0	0												
TOTAL QUALIFIED APPLICANTS	0	0	0												
TOTAL INTERVIEWED	0	0	0												
Not offered position	0	0	0												
Offered position	0	0	0												
Refuse position/Withdrew Candidacy	0	0	0												
TOTAL ACCESSIONS	0	0	0												

Category: Titles:

IV. Secretarial/Clerical sect2

Date: April 30, 2024

Applicant Flow Analysis (promos)

Auglieent Flour Aughusia	Grand	Total Mala	Total	White	White	Black	Black		Hispanic	NPI	AAIANH NPI	T14		1184	ur	
Applicant Flow Analysis	Total	Total Male		Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0	·												

Category: **V. Technical/Paraprofessional**Titles: **All** FORM 42A2

All
Applicant Flow Analysis (promos) Date: April 30, 2024

	Grand		Total	White	White	Black	Black		Hispanic	HNPI	AAIANH NPI					
Applicant Flow Analysis	Total	Total Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0													

Category: Titles: VI. Skilled Crafts FORM 42A2

All
Applicant Flow Analysis (promos) Date: April 30, 2024

	Grand		Total	White	White	Black	Black	Hispanic	Hispanic	AAIANHNPI	AAIANHNPI					
Applicant Flow Analysis	Total	Total Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	ТМ	TF	UM	UF	UU
Intra-agency	2	2	0	1		1										
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													
TOTAL APPLICANTS	2	2	0	1		1										
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	2	2	0	1		1										
TOTAL INTERVIEWED	2	2	0	1		1										
Not offered position	1	1	0	1		0										
Offered position	1	1	0	0		1										
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	1	1	0	0		1										

^{*}within category

Titles: Varied

Date: **April 30, 2024**

Applicant Flow Analysis (promos)

Applicant Flow	Grand	Total	Total	White	White	Black	Black	Hispanic	_	AAIANHNPI						
Analysis	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	TM	TF	UM	UF	UU
Intra-agency	2	2	0	1		1										
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													
TOTAL APPLICANTS	2	2	0	1		1										
APPLICANTS	0	0	0													
APPLICANTS	2	2	0	1		1										
TOTAL INTERVIEWED	2	2	0	1		1										
Not offered position	0	0	0	0		0										
Offered position	2	2	0	1		1										
Refuse																
position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	2	2	0	1		1										

Category: Titles:

VII. Maintenance and Service

Custodians

Date: April 30, 2024

Applicant Flow Analysis (promos)

Applicant Flow Analysis	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIAN HNPI Male	AAIAN HNPI Female	тм	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/Withdrew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0													

Category: Titles:

Protective Services

Date: April 30, 2024

Applicant Flow Analysis

(promos)

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	ТМ	TF	UM	UF	UU
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													
TOTAL APPLICANTS	0	0	0													
TOTAL REJECTED APPLICANTS	0	0	0													
TOTAL QUALIFIED APPLICANTS	0	0	0													
TOTAL INTERVIEWED	0	0	0													
Not offered position	0	0	0													
Offered position	0	0	0													
Refuse position/witharew Candidacy	0	0	0													
TOTAL ACCESSIONS	0	0	0													

Category: Titles:

I. Executive All

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Male Female	White	White	Black Male	Black	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAJANHN AAJANHNP Two or PI Male I Female more Male	Two or more Male
SERVICE RATINGS												
Excellent	19	10	٥	7	7	2		1				
Good	6	4	2	4	2							
Satisfactory												
Common Common												
Poor												
REPRIMANDS												
SI ISBENISTONS												
DOJ CHOXONO												
DEMOTIONS												
Within Occupational Category												
Lower Occupational Category												
TRANSFERS												
Intra-Agency												

Category: Titles:

II. Faculty All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Total Male Female	White Male	White	Black	Black Female	Hispanic Male	Hispanic Female	AAIANHN Pi Male	AAIANHN AAIANHNP PI Male I Female	Two or more Male	Two or More Female
SERVICE RATINGS													
Excellent													
Good		Faculty a	Faculty are evaluated in accordance with article 4 of the	d in accord	fance with	article 4 of	the						
Satisfactory		AAUP co	AAUP contract for promotion and tenure. They are not	omotion a	nd tenure.	They are	not						
Poor		given "se	given "service ratings," nor are their evaluations	s," nor are	their evalu	ations							
REPRIMANDS		quantifia	quantifiable as "excellent" or "good." Narrative	llent" or "	good." Nar	rative							
SUSPENSIONS		evaluatio	evaluations by departments are made which cannot be	tments ar	e made wh	ich cannot	be						
DEMOTIONS		converte	converted to fit the requirements of this form.	equireme	nts of this f	orm.							
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 White Male Female	Black Male	Black Black Male Female	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAJANHNP I Female	Two or more Male	Two or More Female
SERVICE RATINGS													
Excellent	83	30	53	22	37	4		_	4	2	4	 	
Good	66	27	39	17	24	7	6	1	6	2	ω		
Satisfactory	4	ω	_	ω	_								
Poor	0	0	0										
REPRIMANDS													
SUSPENSIONS													
DEMOTIONS													
Within Occupational Category													
Lower Occupational Category													
TRANSFERS													
Intra-Agency													
Outside Agency													

Category: Titles:

IV. Secretarial/Clerical All

Date:

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Total White	White	White Female	Black	Black	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAIANHNPI Female	Two or more Male	Two or More Female
SERVICE RATINGS													
Excellent	28	4	24	ω	10	-	9		ω		1		1-
Good	28	и	23	5	13		7		ω				
Satisfactory	0	0	0										
Poor	0	0	0										
REPRIMANDS													
SUSPENSIONS													
DEMOTIONS													
Within Occupational Category													
Lower Occupational Category													
TRANSFERS													
Intra-Agency													
Outside Agency													

Category: V

V. Technical / Paraprofessional All

Date:

SERVICE RATINGS	PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White Male	Total Total White White Male Female Male Female	Black Male	Black	Hispanic Male	Hispanic Female	AAIANHN PI Male	PI Male I Female	Two or more Male	Two or More Female
1 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SERVICE RATINGS													
pational Category pational Category	Evollor	_	0	j .a.		-								
pational Category pational Category	EXCEILETT											_		
pational Category pational Category	Good	2	0	2		 						-		
pational Category pational Category	Satisfactory	0	0	0										
REPRIMANDS SUSPENSIONS DEMOTIONS Within Occupational Category Lower Occupational Category TRANSFERS Intra-Agency Intra-Agency	Poor	0	0	0										
SUSPENSIONS DEMOTIONS Within Occupational Category Lower Occupational Category TRANSFERS Intra-Agency	REPRIMANDS													
Within Occupational Category Lower Occupational Category TRANSFERS Intra-Agency	SUSPENSIONS													
Within Occupational Category Lower Occupational Category TRANSFERS Intra-Agency	DEMOTIONS													
Intra-Agency Intra-Agency	Within Occupational Category													
Intra-Agency Intra-Pagency	Lower Occupational Category													
Intra-Agency	TRANSFERS													
	Intra-Agency				T									

FORM 42A3

Category: Titles:

> VI. Skilled Crafts All

Date:

April 30, 2024

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Female	White	White White Black Male Female Male	Black	Black	Hispanic Male	Hispanic Female	AAIANHN PI Male	AAIANHN AAIANHNP PI Male I Female	AAIANHN AAIANHNP Two or Pi Male I Female more Male	Two or More Female
SERVICE RATINGS													
Excellent	(J	и	0	4		-							
Good	18	18	0	15		2		ja.					
Satisfactory	-	_	0										
Poor	0	0	0										
REPRIMANDS													
SUSPENSIONS													
DEMOTIONS													
Within Occupational Category													
Lower Occupational Category													
TRANSFERS													
Intra-Agency													
Outside Agency													

FORM 42A3

Category: Titles:

VII. Maintenance All

Date:

April 30, 2024

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Total Male Female	White Male	White Female	Black Male	Black	Hispanic Male	Hispanic Female		PI Male I Female	Two or more Male	Two or More Female
SERVICE RATINGS													
Excellent	33	25	œ	8	<u></u>	13	ω	ω	4	<u></u>			
Good	27	18	9	4	_	10	5	2	2	2	1		
Satisfactory	2	2	0	1		1							
Poor	0	0	0										
REPRIMANDS													
SUSPENSIONS													
DEMOTIONS													
Within Occupational Category													
Lower Occupational Category													
TRANSFERS													
Intra-Agency													
Outside Agency													

FORM 42A3

Category: Titles:

VII. Protective Services All

Date:

April 30, 2024

PERSONNEL EVALUATION ANALYSIS	Grand Total	Total Male	Total Total Male Female	White Male	White White	Black	Black	Hispanic Male	HIspanic Female	AAIANHN PI Male	AAIANHNPI Female	Two or more Male	Two or More Female
SERVICE RATINGS													
Excellent	6	4	2	2		_							
Good	10	9	-	6	 	_		2					
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 recruitment process is currently a paperless Online Employment Center and this is used for all classified positions. 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 consist 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, technical, skilled craft and service maintenance positions.

During this employment period, there were several classified hires. 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 to perform the essential job functions. Usually, the person is the only support staff person in the office or department. Also, the Administrative Assistant position must report to a department Director, Dean or Vice President.

The Skilled Craft-Worker job qualifications are stringent but necessary and may require licenses or certifications. Also, salary rates are not competitive in the local labor market; thus the applicant pools are continue to be small.

In the Service 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 mostly 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 Worker 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 with the University's Personnel Policies.

(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 Training offered at the University.

(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 counseling that is available to staff.

(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 Discrimination Complaint Process.

(9) Evaluation:

Evaluations are covered by collective bargaining agreements. In addition, they are reviewed by the Chief Human Resources Officer 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 Evaluations of staff.

(10) Layoffs:

No layoffs occurred during this reported period.

(11) Termination:

Employee matters 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, faculty, administrative, 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 filling because salaries are not competitive to the private sector.

(3) Recruitment Practices:

A. Recruitment methods are consistently changing and SCSU continues to expand recruitment resources. Recruiting classified positions in the skilled craft and technical paraprofessional categories continue to be difficult to attract qualified applicants 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 at any part of their employment. 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 continued to improve 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 and staff continues to provide training to new supervisors or managers.
- (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.

The Goals for the Plan year are designed to encourage educational and professional training and promotion of a harassment free environment.

1. Establish a Social Justice Lecture Series that invites topics and perspectives that can inform, challenge, and connect our community of students, faculty, and staff in ways that engage our aspirational climate and culture.

Completion Date: May 2025

Responsible Persons: Staff from the Division of DEI

Access and evaluate the University's culture by reporting on institutional climate and culture progress.

Completion Date: May 2025

Responsible Persons: Staff from the Division of DEI

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

DISCRIMINATION COMPLAINT LOG SOUTHERN CONNECTICUT STATE UNIVERSITY INTERNAL MATTERS PENDING BETWEEN MAY 1, 2023 TO APRIL 30, 2024

COMPLAINANT RACE/SEX	DATE FILED*	TYPE	RESPONDENT	BASIS CLAIMED	FINDING	LENGTH OF TIME TO RESOLVE	DATE CLOSED
White female	05/22/23	Staff/Staff	Hispanic Male	Sexual Harassment	No violation found	161	10/30/23
Black Male	08/21/23	Staff/Staff	White Female	Racial, gender and religion Discrimination	No violation found	80	11/09/23
White Female	10/27/23	Student/Faculty	Black Male	Gender discrimination	No violation found	89	01/24/24
White Female	10/30/23	Faculty/Faculty	WhiteMale	Sexual Harassment	Violation found	58	12/27/23
Hispanic Male	12/05/23	Staff/Staff	White female	Retaliation/hostile enviroment	No violation found	139	04/22/24

^{*}Discrimination Procedures refelct CHRO reccomendation that Complainant be notified that they can file a complaint with CHRO or EEOC.

Southern Connecticut State University

Office of Diversity & Equity Programs Complaint Packet 2023-2024

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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 180 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

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 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. (Please note that the 180 day time limit also applies to filing a CHRO 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, Engleman B-10, (203) 392-5568. For more general information, you may contact the Connecticut Commission on Human Rights and Opportunities(CHRO), 21 Grand Street, Hartford, CT 06106; (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 300 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 300-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 Chief Human Resources Officer 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:
·
SIGNATURE OF COMPLAINT:
DATE:
(ATTACH SUPPORTING DOCUMENTATION)
Appendix A

SOUTHERN CONNECTICUT STATE UNIVERSITY OFFICE OF DIVERSITY & EQUITY PROGRAMS DECISION

Notice to complainant and respondent to include:	
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 be	en
made in Diversity & Equity Programs Investigator's decision:	_
Signature:	
Date:	
(Attach supporting documentation)	
Appendix C	

APPENDIX D

NAMES AND ADDRESSES OF UNIVERSITY OFFICIALS

Office of Diversity & Equity Programs

Paula Rice Director of Diversity & Equity Programs (203) 392-5899 ricep1@southernct.edu

Office of the Dean of Student Affairs

Dr. Jules Tetreault
Associate VP and Dean of Student Affairs
Engleman Hall A106
tetreaultj4@southernct.edu

Human Resources

Director Wintergreen Building (203) 392-5405 voice

University Student Counseling Services

(203) 392-25475 voice (203) 392-25478 fax Engleman Hall B 219

University Victim Advocate

203-392-6946 voice 203 392-5867 fax

University Campus Police

10 Wintergreen Avenue, Granoff Hall (203) 392-5375 rahnk1@southernct.edu

Rev. 5/22

Athletics
Christopher Barker
Director of Athletics
(203) 392-2605
Moore Field House
barkerb7@southernct.edu

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.

Paula Rice

Director of Diversity & Equity Programs & Title IX Coordinator

Office of Diversity and Equity Programs

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 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: 1WF, 1 AAIANHNPI F
Hires: 3 (1 WF, 1BM, 1 AAIANHNPI M)

1. Director of Library Services

This appointment achieved a hiring goal.

1 WF

Qualifications: Master's Degree from an ALA-accredited MLS, MLIS or equivalent program and demonstrated knowledge and experience in the effective application of professional skills; possess a minimum of seven years of successful administrative experience within an academic or university library; have demonstrated experience in: managing in a collective bargaining environment; developing and administering a comprehensive budget; monitoring the preparation of accreditation documents and other reports; leading the personnel selection, supervision and professional development process for all library staff; and engaging in strategic planning with key stakeholders, including the library's own performance assessment; possess a clear understanding of both information technology and information literacy and their changing roles in higher education; and be able to articulate a strong vision for the library within a complex university organization. The Director must possess excellent interpersonal skills and be able to work effectively within a culture of diversity and inclusion. Must be a leader who will foster collaborative relationships internally, across campus, in the community, within the Connecticut State Colleges and Universities system, and with other institutions. Demonstrate an exemplary commitment to academic excellence and student success, possess superb oral and written communication skills, and be an active participant and recognized leader in her/his professional organizations. These qualifications may be waived for individuals with appropriate alternate experience. **Preferred Qualifications:** Advanced degree in an additional field preferred.

Applicants: 12

Four (4) White males, **two (2) White females**, three (3) AAIANHNPI males, two (2) Unknown males and one (1) Unknown female.

Applicants Rejected: 8

Two (2) White males, three (3) AAIANHNPI males, two (2) Unknown males and one (1) Unknown female.

Interviewed: 4

Two (2) White males, and two (2) White females.

The selected candidate (White Female) achieved a hiring goal. The selected goal candidate had experience as Chief Librarian and Digital Resources and Scholarship Librarian at Guttman Community College, CUNY. She also served as Dean of Libraries at Bergen Community College, Dean of Library Services at Springfield Technical Community College, Associate Dean of Libraries and Academic Resources at World Learning, SIT Graduate Institute, and Coordinator for Access Services at Queens College, CUNY, as well as the University of Vermont. She served as lead on numerous grants from the

Andrew Mellon Foundation, the Shapiro Foundation and the UJA-Federation of New York, Carl D. Perkins Career and Technical Education, National Endowment for the Humanities, and Lily Endowment Educational Fund. She also was Principal Investigator on a \$500,000 award from the Open Education Resources Initiative. She has a publication record on digital scholarship, collaborative online teaching, sustainable urban environments, and lesbian history and experiences. She had a PhD in Environmental Psychology and an MA in Philosophy from CUNY, an MLS from Indiana University, Bloomington, and a BA in Women's Studies from Earlham College. **This appointment achieved a hiring goal**.

2. Associate Dean, School of Business

1 AAIANHNPI M

Qualifications: An earned doctorate in a discipline housed in the School of Business; along with seven years of full-time experience in higher education is required. Experience at Associate Dean level or higher; faculty tenure and Associate rank or higher; evidence of successful university level teaching, scholarship, and service. Demonstrated effectiveness with communication, time management, data management, and project management; and demonstrated commitment to valuing diversity and contributing to an inclusive working and learning environment. **Preferred Qualifications:** Fundraising achievements; STEM accomplishments. Significant accomplishments per initial attainment and maintenance of AACSB accreditation. Experience with grant seeking and proposal writing.

Applicants: 5

One (1) White male, two (2) AAIANHNPI males, one (1) Unknown male and one (1) Unknown female.

Applicants Rejected: 3

One (1) AAIANHPI male, one (1) Unknown male and one (1) Unknown female.

Interviewed: 2

One (1) White male and one (1) AAIANHNPI male.

No goal candidates in applicant pool.

The selected candidate (AAIANHNPI Male) had direct experience at the lead academic level that included teaching and scholarship experience. He also had project management, data management experience and had experience with the AACSB accreditation process. He developed and delivered certificate programs, stackable credentials, and other micro-credential options. He also fostered collaboration between higher education and the industry and managed issues related to academic programs and course scheduling. He had experience overseeing recruitment, retention, and degree completion.

3. Director of Athletics and Recreation

1BM

Qualifications: A Bachelor's degree plus seven yeas full time, progressively responsible administrative experience in intercollegiate athletics required. Proven leadership and management skills, particularly as they relate to establishing and communicating priorities, advancing innovative practices, building strategic partnerships, and solving complex problems. Collaborative management approach with relationship-building skills, experience building a team, and leading and/or supervising the work of others; a clear commitment to social justice, gender equity and anti-racism, and a high degree of cultural awareness and competence, demonstrating respect for a diversity of identities and experiences; Effective written and oral communication skills with the ability to deliver information in a clear, concise and articulate and articulate manner to multiple stakeholder groups; Record of promoting student athletes' academic excellence, personal development, well-being and full participation in all aspects of campus life; Comprehensive understanding of the role of intercollegiate athletics at a regional, comprehensive, public university committed to a mission of academic excellence, access,

social justice and service for the public good, and, demonstrated commitment to follow the letter and spirit of the NCAA rules. **Preferred Qualifications:** Master's degree is preferred. Professional interpersonal skills and emotional intelligence necessary to work effectively with multiple stakeholder groups and navigate a complex environment; Experience setting and managing multiple priorities, meeting deadlines, and working cooperatively within a team environment; Planning and fiscal competencies with financial and enrollment modeling; Experience with alumni engagement and fund raising; Understanding of the role of a Division II Athletic Program; Experience working with club sports, intramurals, outdoor recreation, fitness, or related programs. Coaching experience, preferably on the collegiate level; and familiarity with the collective bargaining environment. These qualifications may be waived for individuals with substantially comparable credentials and/or experience.

Applicants: 26

Fifteen (15) White males, **four (4) White females**, three (3) Black males, one (1) Black female, one (1) Hispanic male and two (2) Two or more males.

Applicants Rejected: 18

Ten (10) White males, **four (4) White females**, one (1) Black male, one (1) Hispanic male and two (2) Two or more males.

Explanation of Goal Candidates not rejected:

Three (3) White females had no relevant coaching or athletic experience. Experience was in a non-related field.

One (1) White female did not have the seven years full time, progressively responsible administrative experience in intercollegiate athletics.

Interviewed: 8

Five (5) White males, two (2) Black males and one (1) Black female.

The selected candidate (Black male) had worked in an Athletic Department at another University. He provided examples of his experience with student athletes, compliance, community engagement, fan engagement, alumni engagement and fiscal responsibilities.

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, and 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 Connecticut State Colleges and Universities (CSCU) websites and sent to female and diverse minority recruitment lists.

Professor

Hiring goals: None

Hires: 0

No hiring occurred in this job category during the reporting period.

Associate Professor

Hiring goals: 2 AAIANHNPI F Hires: 2 (1 AAIANHNPI F and 1 HF)

1. Associate Professor – Library Services

1 AAIANHNPI F

This appointment achieved a hiring goal.

Qualifications: Ph.D. in information and library science or doctoral degree in a related area (impending graduation/defense acceptable); MLS or MLIS; Evidence of scholarly, published peer-reviewed research; Excellent written and verbal communication skills; Experience teaching in/developing curriculum for an online environment; Demonstrated commitment to diversity, equity, inclusion, and social justice; and Demonstrated ability to cultivate inclusive and equitable working relationships with students, faculty, and staff. Preferred Qualifications: Established research agenda that directly connects librarianship to issues of information/media/digital literacy, equity, and the digital divide; Graduate-level teaching experience; Familiarity with graduate internship program administration.; Professional library experience in an academic library; Experience working with cutting-edge library technology applications; Interest in multi-disciplinary research and programmatic collaboration; Demonstrated experience developing externally funded research and program initiatives; and Familiarity with the ALA accreditation process and related standards.

Applicants: 15

Two (2) White males, two (2) White females, one (1) Black male, one (1) Black female, one (1) AAIANHNPI male, **five (5) AAIANHNPI females**, one (1) Unknown male and two (2) Unknown females.

Applicants Rejected: 6

One (1) Black female, one (1) AAIANHNPI male, **one (1) AAIANHNPI female**, one (1) Unknown male and two (2) Unknown females.

Interviewed: 9

Two (2) White males, two (2) White females, one (1) Black male, and four (4) AAIANHNPI females.

The selected goal candidate (AAIANHNPI Female) had a record of interdisciplinary research and international collaborations. She had a research agenda and had graduate level teaching experience and designed and delivered different courses in synchronous (face to face) and asynchronous (online), and hybrid formats. She had over ten (10) years of professional library experience in an academic library. In her previous position, she was a statistical analysis expert and created training packages for research and data analysis software. She also worked with diversity, equity, inclusion and social justice through her direct involvement with health informatics that helped to meet community needs. She also worked with new and emerging library technology applications. This appointment achieved a hiring goal.

2. Associate Professor -Social Work

1 HF

Qualifications: Candidates must possess an MSW from a CSWE accredited program. Experience teaching in social work higher education; demonstrated effectiveness in working with and teaching diverse populations as indicated in the above description of the student body and a minimum of two years post-MSW practice experience are required. **Preferred Qualifications**: Experience with anti-oppressive teaching and multiple modalities of course delivery; demonstrated record of internal and external funding, practice experience with mental health, substance use and/or co-occurring disorders; LCSW or equivalent social work license. Candidates are preferred to possess a doctoral degree in social work or a related field; ABD candidates will be considered.

Applicants: 8

One (1) White male, three (3) White females, one (1) Hispanic female, one (1) AAIANHNPI male, one (1) AAIANHNPI female and one (1) Unknown male.

Applicants Rejected: 5

One (1) White male, one (1) White female, one (1) AAIANHNPI male, **one (1) AAIANHNPI female** and one (1) Unknown male.

One (1) AAIANHNPI female withdrew from consideration because she accepted another position.

Interviewed: 3

Two (2) White females and one (1) Hispanic female.

The selected candidate (HF) had eight (8) years of teaching experience. She had curriculum development with child welfare and first year experience. She provided examples of how she creates an environment in her classes to challenge students' thoughts and encouraged critical thinking. She also has experience as a Licensed Clinical Social Worker (LCSW) and has a private practice.

Assistant Professor

Hiring goals: 8WM, 2BM, 1BF, 2HM

Hires: 1 (1 AAIANHNPI F)

1. Assistant Professor-Political Science

1 AAIANHNPI F

Qualifications: Earned doctorate in Public Administration, Public Policy, Public Affairs, or related field; Demonstrated ability to coordinate and manage a program; Demonstrated proficiency at cross-disciplinary collaboration; Teaching experience in a higher education setting; Record of research related to public administration. **Preferred Qualifications:** Work experience in public administration or nonprofit management; Demonstrated effectiveness in working with diverse populations; Teaching experience among a graduate population; Teaching experience on subjects related to public administration and public policy; Ability to effectively teach across modalities, including web-based instruction and in-person; Publication record of scholarship related to public administration.

Applicants: 17

Three (3) White males, two (2) White females, one (1) Black male, three (3) AAIANHNPI males, three (3) AAIANHNPI females, two (2) Two or more races' males, one (1) Two or more races' female and two (2) Unknown males.

Applicants Rejected: 11

One (1) White male, one (1) White female, two (2) AAIANHNPI males, two (2) AAIANHNPI females, two (2) Two or more races' males, one (1) Two or more races' female and two (2) Unknown males.

One (1) White male did not submit the required application materials and omitted the letters of recommendation.

Interviewed: 6

Two (2) White males, one (1) White female, **one (1) Black male,** one (1) AAIANHNPI male and one (1) AAIANHNPI female.

Explanation of Goal Candidates not selected:

One White male, goal candidate was offered the position and declined the offer.

One (1) White male, goal candidate withdrew after the interview because he accepted another position.

One (1) Black male, goal candidate did not incorporate his scholarship work into his presentation and worked through a textbook case study instead and he did not provide any information of how he would support the MBA program for the Department. During the interview, he indicated that he would prefer to only teach core courses and more political science courses. These courses are not part of the Master's program and other instructors already teach those courses. His application also had included the wrong contact information and he also arrived 15 minutes late for the interview.

The selected candidate (AAIANHNPI Female) had reached out to the community and local organizations for her research that helped her successfully leverage to bring speakers into the non-profit management course that she has taught in universities. She was able to provide examples of her knowledge and ability to work directly with graduate students and her direct experience with NASPA accreditation. Her presentation highlighted how she incorporates her ability to work with diverse students and keep them engaged through applied practice. She was able to keep the student's attention, focus and excitement throughout her presentation and she received positive feedback from students. Her scholarship activity included a handful of conference presentations, four working papers, one book chapter, and one submitted article.

Coaches

Hiring goals: 1BF, 1HM, 1 AAIANHNPI M

Hires: 2 (1 WM, 1BF)

1. Assistant Athletic Trainer

1 BF

This appointment achieved a hiring goal.

Qualifications: An earned master's degree required. BOC certified and two (2) years of appropriate professional level experience. Must hold or able to obtain an Athletic Training license in the State of Connecticut. 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: 13

Five (5) White males, four (4) White females, one (1) Black male, **two (2) Black females**, and one (1) Unknown male.

Applicants Rejected: 8

Three (3) White males, two (2) White females, one (1) Black male, **one (1) Black female**, and one (1) Unknown male.

Interviewed: 5

Two (2) White males, two (2) White females, one (1) Black female.

The selected goal candidate (BF) had soccer and Division II experience. She had teaching, research, and NATA Committee experience. She also had knowledge of NCAA regulations.

2. Coach A - Assistant Football Coach

1 WM

Qualifications: Bachelor's degree and two (2) years of appropriate professional level experience are required. Also required are a commitment in following the letter and spirit of NCAA, Conference and University rules and regulations; and the ability to effectively work with a diverse population of student athletes and coaches at a university with aspiring to be a social justice and anti-racism institution. These qualifications may be waived for individuals with appropriate alternate experience. **Preferred Qualifications:** Master's degree preferred.

Applicants: 15

Ten (10) White males, three (3) Black males and two (2) Unknown males.

Applicants Rejected: 12

Seven (7) White males, three (3) Black males and two (2) Unknown males.

Interviewed: 3

Three (3) White males.

No goal candidates in applicant pool.

The selected candidate (White Male) had recent experience in the NE-10 Conference and he spoke about his recruitment and talent experience and how athlete's character helps the whole team. He had experience as an academic advisor and helped student athletes prepare for careers after graduation. He also gave examples of working with strength coaches in the football program to better the student athlete's success on the field.

Category 3 Professional Non-Faculty

Hiring goals: 17WM, 5HM, 7 AAIANHNPI M, 3 AAIANHNPI F, 2 TWO OR MORE RACES F Hires: 24 (5WM, 6WF, 2BM, 5BF, 2HF, 2 AAIANHNPI M, 2 AAIANHNPI F)

1. Associate Director for Accessibility Services This appointment achieved a hiring goal.

1 WM

Qualifications: A Master's degree in education or related field (i.e., school/educational psychology, learning disabilities, counseling or special education); Four years of experience working with students with disabilities in an educational setting; Demonstrated expertise interpreting diagnostic assessments and in understanding the implications of behaviors elicited by learning differences and/or attentional and psychological disabilities; Advanced knowledge of disability law, and understanding of HIPAA and FERPA; General knowledge of primary physical, cognitive and psychological disabilities and the knowledge of essential services needed and utilized by students with disabilities; Experience supervising students and/or staff; and, A demonstrated commitment to creating a just and inclusive community, intercultural competency, and enthusiasm for working at an institution committed to social justice. Preferred Qualifications: Strong communication skills for effective oral and written communication with students, faculty, and parents; Excellent planning, problem-solving, interpersonal and organizational skills with the ability to triage, establish priorities, meet tight deadlines and navigate conflicting demands; 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 alternative experiences.

Applicants: 17

Two (2) White males, nine (9) White females, two (2) Black females, one (1) Hispanic female, two (2) Unknown males and one (1) Unknown female.

Applicants Rejected: 11

One (1) White male, five (5) White females, one (1) Black female, one (1) Hispanic female, two (2) Unknown males and one (1) Unknown female.

Interviewed: 6

One (1) White male, four (4) White females, and one (1) Black female.

The selected goal candidate (White Male) had experience overseeing administrators who implemented accommodations for persons with disabilities and worked directly with faculty, staff, and external constituents. He had knowledge of policies, procedures and laws that govern disability accommodations in higher education and knowledge of HIPPA and FERPA laws. This appointment achieved a hiring goal.

2. Associate Director of Residence Life for Housing Operations 1 WM This appointment achieved a hiring goal.

Qualifications: A Master's degree in Higher Education, Business Administration, Marketing, Technology or related field and a minimum of six years of experience with occupancy management, business operations and facility management are required. Additionally, the position requires a highly motivated and responsive person with the ability to work independently, excellent written and verbal communication, strong interpersonal skills, attention to detail and problem-solving skills. The successful candidate will demonstrate a strong commitment to creating residential environments which support student learning and service delivery, engaging in regular supervision meetings, daily contact, and participation in department sponsored training and development opportunities. Knowledge and experience with web design, security systems, and Banner applications are strongly preferred, as is experience supervising professional and student staff. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 12

Three (3) White males, three (3) White females, one (1) Black male, two (2) Black females, one (1) Hispanic female and two (2) Unknown males.

Applicants Rejected: 8

Two (2) White males, two (2) White females, one (1) Black female, one (1) Hispanic female, and two (2) Unknown males.

Interviewed: 4

One (1) White male, one (1) White female, one (1) Black male and one (1) Black female.

The selected goal candidate (White Male) had operational experience. He had experience implementing the usage of Enterprise housing assignment software. He provided examples of how he demonstrated a hands-on approach to his operation work and stressed the importance of a team approach. He worked at Western CT State University and handled all the responsibilities of this position. This appointment achieved a hiring goal.

3. Client Infrastructure Manager

1 WM

This appointment achieved a hiring goal.

Qualifications: Bachelor's degree in computer science or related area. 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. 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. 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., Intune, Microsoft SCCM, Altiris, etc.) Knowledge of virtualization technologies. Ability to assess, review and recommend new technologies in support t of organization goals. Demonstrated knowledge of IT operation processes including client security controls, incident management, asset management, configuration management, and change management. Customer service and communication skills. Ability to work with people of various backgrounds and on all levels of technical knowledge. Organizational, analytical and problem-solving skills. 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. Preferred Qualifications: Advanced degree preferred.

Applicants: 5

Three (3) White males, one (1) Black female and one (1) AAIANHNPI male.

Applicants Rejected: 0

Interviewed: 5

Three (3) White males, one (1) Black female and one (1) AAIANHNPI male.

The selected goal candidate (WM) had direct project management and team leadership experience. He had technical skills with a variety of Microsoft programs, IP Networking, security technology and software application systems. **This appointment achieved a hiring goal.**

4. Technical Support Engineer

1 WM

This appointment achieved a hiring goal.

Qualifications: Bachelor's degree in technology, information systems, education, or related area and four years of experience in a technical support position. Excellent customer service and project management skills are required. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 17

Ten (10) White males, one (1) Black female, one (1) Hispanic female, **one (1) AAIANHNPI male**, three (3) Unknown males and one (1) Unknown female.

Applicants Rejected: 8

Three (3) White males, one (1) Black female, three (3) Unknown males and one (1) Unknown female.

Interviewed: 9

Seven (7) White males, one (1) Hispanic female and one (1) AAIANHNPI male.

The selected goal candidate (WM) experience with Microsoft Office 365, Share Point, One Drive and Google administration. He handled troubleshooting and resolution of issues with software and hardware products, security cameras, mobile devices, printers, and network problems. **This appointment achieved a hiring goal.**

5. University Human Resources Administrator This appointment achieved a hiring goal.

1 WM

Qualifications: A Bachelor's degree and five or more years of professional experience in human resource management. Demonstrated knowledge of employment laws and regulations and the principles and practices of sound human resources management. Demonstrated ability to interpret and effectively apply the terms and conditions of multiple collective bargaining agreements in concert with a variety of labor laws and regulations, experience in overseeing FMLA/WC, ability to provide advice to managers on various HR related issues, strong organizational skills, and ability to manage multiple tasks. Experience working in a unionized environment Some of these qualifications may be waived for individuals with appropriate alternative experience. **Preferred Qualifications:** Experience in higher education and State of CT classified service.

Applicants: 10

One (1) White male, six (6) White females, one (1) Black female, one (1) Hispanic male, and one (1) Unknown female.

Applicants Rejected: 0

Interviewed: 10

One (1) White male, six (6) White females, one (1) Black female, one (1) Hispanic male, and one (1) Unknown female.

The selected goal candidate (WM) had twenty (20) years of labor and employee relations experience. He also had human resources generalist experience in a public education environment. He had worked directly with unions and worked with staff, management and the public. He had knowledge of union contract and human resources and labor policies and regulations. **This appointment achieved a hiring goal.**

6. Customer Support Services Lead This appointment achieved a hiring goal.

1 AAIANHNPI M

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: 11

Four (4) White males, one (1) White female, one (1) Black female, two (2) Hispanic females, two (2) AAIANHNPI males, and one (1) AAIANHNPI female.

Applicants Rejected: 9

Four (4) White males, one (1) White female, one (1) Black female, two (2) Hispanic females and **one (1) AAIANHNPI female**.

Interviewed: 2

Two (2) AAIANHNPI males.

The selected goal candidate (1 AAIANHNPI Male) had worked in a customer service area that handled the technical activity. He also had experience with customer support software and other network, computer and PC applications experience. This appointment achieved a hiring goal.

7. Director of Financial Planning & Budgeting This appointment achieved a hiring goal.

1 AAIANHNPI M

Qualifications: Bachelor's degree along with one of the following: a Certified Public Account (CPA), Certified Management Accountant (CMA), MBA or master's degree in accounting/finance/public administration is required. Strong communication and interpersonal skills are necessary to accomplish the responsibilities of the position. Five (5) years progressive experience in budgeting with the following emphasis on work history: 1) preparation of operating budgets or complex financial plan or functions, 2) three (3) years' experience directing the staff and activities of a budget function or an equivalently complex finance function, 3) demonstrated experience in collaboration across hierarchical levels within the organization, 4) relevant finance experience in a non-profit organization, 5) participation and support to strategic planning processes. Credentials and/or financial comparable financial skills required for the position may also be considered.

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.

Applicants: 1 - only applicant within SUOAF union applied

One (1) AAIANHNPI male

Applicants Rejected: 0

Interviewed: 1

One (1) AAIANHNPI male

This appointment achieved a hiring goal for AAIANHNPI male. This employee transferred in from Western Connecticut State University. He supported the Vice President of Finance & Administration on various fiscal matters with the major responsibility of developing short-term financial plans in support of the University's goals and objectives in a unionized and shared governance environment, ensuring financial responsibility over expense budgets of approximately \$130 million approved by the Board of Regents for Higher Education. He also had supervision experience and was an advocate for professional development for his staff.

8.Student Success Coach

1 AAIANHNPI F

This appointment achieved a hiring goal.

Qualifications: Master's degree in management or related field. Four (4) years of experience coaching students within a higher education environment. Demonstrated success in engaging students, faculty members and community members. Demonstrated experience overseeing and/or delivering co-curricular initiatives.

Applicants: 35

Seven (7) White males, eleven (11) White females, three (3) Black males, seven (7) Black females, five (5) Hispanic females, and **two (2) AAIANHNPI females**.

Applicants Rejected: 32

Seven (7) White males, nine (9) White females, three (3) Black males, seven (7) Black females, five (5) Hispanic females, and **one (1) AAIANHNPI female**.

Interviewed: 3

Two (2) White females and one (1) AAIANHNPI female.

The selected goal candidate (AAIANHNPI Female) had worked directly with students and coached and mentored them for fifteen years at another University. She had experience with student behavioral assessments and helped students build portfolios. During the interview, she provided work experience of how she engaged students with the Design Thinking for Life Academy and how to organize the student immersion tracking and the coach notes. She also used specific platforms and touchpoints in her examples (Blackboard, INQ classes and Navigate). This appointment achieved a hiring goal.

9. Residence Hall Director

1 AAIANHNPI F

This appointment achieved a hiring goal.

Qualifications: A bachelor's degree is required. Additional requirements include demonstrated commitment and ability to create just, equitable, inclusive communities where students feel welcomed and supported; strong written and verbal communication, organization, and problem-solving skills; ability to work collaboratively with others; effective ability to motivate others and build teams; understanding of and commitment to a holistic approach to college student development. **Preferred Qualifications:** A master's degree in Student Personnel, Student Affairs, or Higher Education is preferred knowledge and/or skills: leadership; supervision; program development and delivery; conflict resolution, restorative justice and mediation. Those who are passionate about working with college students, intrinsically motivated and able to work in a highly dynamic environment will be considered. Applicants: 16

Two (2) White males, five (5) White females, two (2) Black males, one (1) Black female, two (2) Hispanic males, one (1) AAIANHNPI female, two (2) Unknown females, and one (1) Unknown unknown.

Applicants Rejected:9

Three (3) White females, two (2) Black males, one (1) Black female, two (2) Unknown females, and one (1) Unknown unknown.

Interviewed: 7

Two (2) White males, two (2) White females, two (2) Hispanic males, and one (1) AAIANHNPI female.

The selected goal candidate (AAIANHNPI Female) had direct student residence experience. She provided translatable examples of her experiences handling student situations and issues. She spoke about her experience supporting, advising, and making referrals to assist students. She had experience supervising professionals and student staff and offered examples of her direct supervision knowledge and experience. This appointment achieved a hiring goal.

10. Assistant Bursar 1 WF

Qualifications: Bachelor's degree in business, accounting, or related field. A minimum of three years of experience in accounting or other fiscal administrative duties such as accounts examining, budget management or similar function. Candidate must possess excellent communication skills with demonstrated competence in handling complex information and the ability to relate positively to students, parents, and University staff. Experience with computers and windows-based software is required. These qualifications may be waived for individuals with appropriate alternate experience. **Preferred Qualifications:** Master's degree is preferred. Experience with ERP systems (Banner) is preferred.

Applicants: 12

Two (2) White males, six (6) White females, one (1) Black male, two (2) Black females, and one (1) AAIANHNPI female.

Applicants Rejected: 6

One (1) White male one (1) White female, one (1) Black male, two (2) Black females, and one (1) AAIANHNPI female.

Explanation of Goal Candidates rejected:

One (1) White male and one (1) AAIANHNPI female did not have the required three (3) years of experience in accounting or other fiscal administrative duties such as accounts examining, budget management or similar function.

Interviewed: 6

One (1) White male, and five (5) White females.

Explanation of Goal Candidates not selected:

One (1) White male did not answer questions about his knowledge of Veteran Administration (VA) Certification and 1098 -T Tax form experience. He could not demonstrate his knowledge and experience handling these responsibilities during the interview.

The selected candidate (White female) had compliance experience and explained the Veterans Administration (VA) certification process and worked with tax forms in her former position. She worked with a variety of non-traditional students and veterans. She also had worked with budget management and worked with financial computer software.

11. Assistant Director of Admissions

1 WF

Qualifications: Bachelor's degree, and at least three years of experience in higher education environment required. Demonstrated high quality interpersonal communication skills and ability to master administrative functions. Demonstrate ability to grasp knowledge of and communicate information about all academic programs offered to the University. These qualifications may be waived for individuals with appropriate alternate experience. **Preferred Qualifications:** Master's degree preferred.

Applicants: 17

Two (2) White males, eight (8) White females, two (2) Black females, two (2) Unknown males and three (3) Unknown females.

Applicants Rejected: 10

One (1) White male, five (5) White females, two (2) Unknown males and two (2) Unknown females.

Explanation of Goal Candidates rejected:

One (1) White male did not have the required three years of higher education admissions experience.

Interviewed: 7

One (1) White male, three (3) White females, two (2) Black females and one (1) Unknown female.

Explanation of Goal Candidates not selected:

One (1) White male, goal candidate had admissions experience at the community college level and did not demonstrate how his related knowledge and skills could be applied to the position qualifications at the university level. He did not provide any examples of the admissions and student academic program experience.

The selected candidate (White Female) had university admissions, transition, and retention experience. She had experience providing support and resources to students. She coordinated first-year programming initiatives that included new student orientation, first year cohort experiences, and academic transition support for the programs.

12. Senior Director of Continuing and Online Education

1 WF

Qualifications: Master's degree required. Minimum 5 years of experience leading/managing a functional unit with at least 2 years of higher education experience in project management and program development, including budgeting, program planning, and program/project evaluation within the broad functional domains of CE and online education. Demonstrated ability to develop strategic plans, policies, and sustainable practices. Demonstrated ability to provide effective leadership, management, and team building in a higher education environment. Ability to work well with all levels of professionals in a matrixed higher education system. Strong interpersonal and organizational skills. Broad knowledge of the competitive online program landscape, including best practices in the design and delivery of online graduate and continuing education programs. Strong technological skills, including online delivery technologies and the ability to implement information technology improvements in a higher education environment. Demonstrated record of collaborative, creative, effective, and ethical leadership in innovative online and CE learning environments. Strong commitment to Southern's Social Justice mission of advancing student success by creating a portfolio of programs that are accessible, affordable, and inclusive. **Preferred Qualifications:** Terminal degree in relevant field preferred.

Applicants: 14

Two (2) White males, six (6) White females, one (1) Black male, two (2) Black females, one (1) Hispanic female, and two (2) Unknown males.

Applicants Rejected: 9

Three (3) White females, one (1) Black male, two (2) Black females, one (1) Hispanic female, and two (2) Unknown males.

Interviewed: 5

Two (2) White males, and three (3) White females.

Explanation of Goal Candidates not selected:

One (1) White male, goal candidate did not provide examples of how to graduate enrollments or how to develop innovative Continuing Education programs to the search committee during the interviews.

One (1) White male, goal candidate answered all his interview questions as part of team and not that he was responsible for handling programs independently. Each question, he indicated that he has staff

that does those type of duties and this position does not have a team to assist in getting the job accomplished.

The selected candidate (White Female) had an understanding of the responsibilities of a continuing education program. She gave detailed examples of her programming experience and knowledge of online and continuing education courses. She also indicated how she develops new credit and noncredit programs.

13. Assistant Registrar

1 WF

Qualifications: Bachelor's Degree required. At least three years of experience in a university setting demonstrating ability to maintain detailed records, interpret and apply rules and policies, and to relate effectively to students and staff required. Proficiency in the use of computer applications essential (e.g. Excel Access, Word). Excellent communication skills required. Persons with an equivalent combination of skills and experience may be considered. **Preferred Qualifications:** Master's degree preferred.

Applicants: 20

Two (2) White males, eleven (11) White females, one (1) Black female, five (5) Hispanic females, and one (1) Unknown female.

Applicants Rejected:12

Two (2) White males, five (5) White females, one (1) Black female, three (3) Hispanic females, and one (1) Unknown female.

Explanation of Goal Candidates rejected:

Two (2) White males, goal candidates did not have the required three years of experience in a university setting demonstrating ability to maintain detailed records, interpret and apply rules and policies, and to relate effectively to students and staff.

Interviewed:8

Six (6) White females and two (2) Hispanic females.

The selected candidate (White Female) was knowledgeable of general education rules and requirements, honors college curriculum and early expectations for majors. She had experience teaching and advising first year experience students' program. She had worked with DegreeWorks evaluations, Banner and other educational technologies and computer systems.

14. Associate in Human Resources

1 WF

Qualifications: Bachelor's degree: Four years of human resource experience: Experience with high volume data entry; Strong technological background and Experience working in union environment with more than one bargaining unit. Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams, etc).

Applicants: 8

One (1) White male, five (5) White females, one (1) Black male, and one (1) Hispanic female.

Applicants Rejected: 5

One (1) White male, three (3) White females, and one (1) Black male.

Explanation of Goal Candidate rejected:

One (1) White male, goal candidate, did not have the required four years of human resources experience.

Interviewed: 3

Two (2) White females and one (1) Hispanic female.

The selected candidate (White female) had worked with new employee orientation and the onboarding process. She handled background checks and coordinated required drug screenings. She called employers for reference checks and assisted employees with medical and health insurance information. She also coordinated employee performance evaluations and maintained employee personnel files. She had worked with human resources software and had experience with Microsoft Office products. She also had good customer service experience.

15. College Health Nurse Practitioner

1 WF

Qualifications: Possession of a current license to practice nursing as a Registered Nurse in the State of Connecticut. Evidence of completion of a Nurse Practitioner program from an accredited educational institution with a concentration in adult and/or family practice. Gynecological experience required. Certification by an appropriate national accrediting body; must maintain certification. Licensure (per Public Act 89-389) as APRN. Maintain certification in Basic Life Support for the professional rescuer. Two years previous professional nursing experience. College Health, Emergency Room or Acute Care Medicine experience preferred. Ability to interact effectively with others; interest in and ability to relate to college age students. Able to work autonomously as well as in collaboration with other members of the health care team within the University Health Service. Good communication skills – both written and verbal.

Applicants: 13

Nine (9) White females, two (2) Black females, and two (2) Unknown females.

Applicants Rejected: 11

Seven (7) White females, two (2) Black females, and two (2) Unknown females.

Interviewed: 2

Two (2) White females

No Goal candidates in applicant pool.

The selected candidate (White Female) had University nursing experience with responsibility for Primary Care and GYN Management of a student population of approximately 7,000 students. She handled a variety of sick visits, preventative medicine, diagnostic testing, epidemiology and provided health education and advocacy.

16. Associate Director of Multicultural Affairs

1 BM

Qualifications: Bachelor's degree; Minimum of four years of full-time experience in multicultural education, LGBTQ+ advocacy, diversity training, underrepresented student initiatives, or related area; Demonstrated commitment to creating a just and inclusive community, intercultural competency, and enthusiasm for working in an institution committed to social justice: Understanding of social identity development and intersectionality; Demonstrated ability to work collaboratively with students, staff, and faculty in promoting diversity and inclusivity initiatives; Experience with various social media venues; Excellent interpersonal, communication and presentation skills; Experience advising and coaching students and/or student organizations; Strong organizational skills and ability to manage multiple

projects and tasks. **Preferred Qualifications:** Master's degree in related field; Related experience on a college or university campus; Experience supervising student staff; Evidence of success in project management; Experience in program and training development, implementation, and assessment; and a proven ability to work independently and collaboratively.

Applicants: 13

Two (2) White males, six (6) White females, two (2) Black males, two (2) Black females and one (1) Unknown male.

Applicants Rejected: 8

One (1) White male, four (4) White females, one (1) Black male, one (1) Black female and one (1) Unknown male.

Explanation of Goal Candidate rejected:

One (1) White male, goal candidate did not have the required four years of experience in multicultural education, LGBTQ+ advocacy, diversity training, underrepresented student initiatives, or related area.

Interviewed: 5

One (1) White male, two (2) White females, one (1) Black male and one (1) Black female.

Explanation of Goal Candidate not selected:

One (1) White male, goal candidate stated that he has worked with this generation of students and not different generations and spoke about his approach to DEI work. The evaluations and feedback from staff and students they felt that the responses from the candidate made the candidate appear unapproachable to work with all students of all ages and identities.

The selected candidate (Black male) had experience working with communities connected to SAGE, multicultural, and interfaith centers. He supervised the Associate Director of Student Activities for Faith & Service, the deputy professional staff member for the Office of Student Activities & Leadership Development, 33 student workers, 2 lead student workers, 2 graduate interns and 1 graduate assistant. He provided examples of how he was able to promote student engagement, learning, and life-long success by increasing programmatic offerings out of the Office of Student Affairs in his previous position. The feedback noted his ability to connect with the students, faculty and staff that attended his presentation.

17. Student Affairs Case Coordinator

1 BM

Qualifications: Master's degree in counseling, social work, higher education/student affairs, or related field. Three years of experience in Higher Education. The position requires an ability to manage multiple tasks, effective communication skills, both orally and in writing, and effective engagement of multiple stakeholder groups. In addition, the candidate must have the ability to exercise tact and diplomacy when handling sensitive issues. **Preferred Qualifications:** Experience and training dealing with cultural diversity, significant experience working collaboratively across campus, and a strong team orientation are preferred. These requirements may be waived for individuals with appropriate alternate experience.

Applicants: 70

Seven (7) White males, twenty-eight (28) White females, nine (9) Black males, twelve (12) Black females, **one (1) Hispanic male**, four (4) Hispanic females, **one (1) AAIANHNPI male**, one (1) Two or more races female, three (3) Unknown males, and four (4) Unknown females.

Applicants Rejected: 59

Seven (7) White males, twenty-five (25) White females, six (6) Black males, nine (9) Black females, **one (1) Hispanic male**, two (2) Hispanic females, **one (1) AAIANHNPI male**, one (1) Two or more races female, three (3) Unknown males, and four (4) Unknown females.

Explanation of Goal Candidates rejected:

Seven (7) White males, one (1) Hispanic male, and one (1) AAIANHNPI male goal candidates did not have the required three years' experience in higher education working directly with students.

Interviewed: 11

Three (3) White females, three (3) Black males, three (3) Black females, and two (2) Hispanic females.

The selected candidate (Black male) had served as a primary advisor for 150+ student clubs and organizations. He assisted the Dean of Students at another University with student conduct issues through the hearing of cases and sanctions. He managed and oversaw the University and off campus resources that benefitted student organization development. He also helped write the university department mission statement and participated in the facilitation of initiatives and events such as Orientation, Leadership Day, First Year Move -In and Alumni Weekend. He supervised and trained 30 residential assistants and student workers.

18-19-20. Administrative Operations Assistant

3BF

Qualifications: Incumbents must possess proven ability to effectively work with culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong information technology literacy skills using programs such as CORE-CT Microsoft Office (Word, Excel, Outlook, Teams, etc.) and/or comparable programs. **Preferred Qualifications:** College training and/or experience in human resources.

Applicants: 18

Two (2) White males, seven (7) White females, four (4) Black females, two (2) Hispanic females, and three (3) Unknown females.

Applicants Rejected: 12

Two (2) White males, four (4) White females, one (1) Black female, two (2) Hispanic females, and three (3) Unknown females.

Explanation of Goal Candidates rejected:

Two (2) White males did not have college training or any work experience in human resources.

Interviewed: 6

Three (3) White females and three (3) Black females

The first selected candidate (Black Female) had human resources experience and worked with confidential records for staff and student workers. She had good customer service, organizational and computer skills.

The second selected candidate (Black Female) had University human resources experience and had good technology skills using CORE-CT, Microsoft Office and Outlook.

The third selected candidate (Black Female) was a part time University Assistant in the Human Resources Department. She had good communication skills and handled answering questions and providing the employees with proper forms, policies, or paperwork that they require. She worked with diverse students and staff and had good written communication skills.

21. Associate Director of Financial Aid and Scholarship

1 BF

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.

Qualifications: Bachelor's degree is required. Four years of experience in student services; including at least two years in financial aid demonstrating: (a) ability to relate effectively to students and staff; (b) broad knowledge of financial aid policies and practices and (C) strong supervisory skills. **Preferred Qualifications:** Master's degree is preferred. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 2

One (1) White male and one (1) Black female

Applicants Rejected: 1
One (1) White male

Explanation of Goal Candidate rejected:

One (1) White male, goal candidate was not a current SUOAF employee and was not qualified for this position.

Interviewed: 1

One (1) Black female

The selected candidate (Black female) had experience providing undergraduate and graduate students, both traditional, advice on how to pay for education with the support of federal, state, institutional, and private funds. She had assisted students in reducing or minimizing their student loan debt by educating them on financial literacy. She also assisted students with overcoming complex challenges by connecting them with valuable resources on and off campus. She reviewed dependency overrides, financial ail appeals, and professional judgments on a case-by-case basis. She also supervised staff and student workers.

22. Coordinator of Multicultural Counseling

1BF

Qualifications: A master's degree in clinical or counseling psychology, social work, counseling, marriage and family therapy, or related field; four years of counseling experience or related experience. Must be licensed as a mental health provider by the State of Connecticut or license eligible within 12 months. Must have demonstrated multicultural competence, with clear evidence of experience with 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.

Preferred Qualifications: Preferred 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 medical record keeping, scheduling, and data collection; outstanding interpersonal skills demonstrated in speaking, listening, and writing.

Applicants: 14

One (1) White male, four (4) White females, one (1) Black male, three (3) Black females, four (4) Hispanic females, and **one (1) AAIANHNPI male**.

Applicants Rejected: 7

Four (4) White females, one (1) Black female, two (2) Hispanic females

Interviewed: 7

One (1) White male, one (1) Black male, two (2) Black females, and two (2) Hispanic females and one (1) AAIANHNPI male.

Explanation of Goal Candidates not selected:

One (1) White male could not provide detailed experience of culturally relevant approaches to student counseling and community outreach initiatives during the interview. He also stated he did not directly supervise staff or students.

One (1) AAIANHNPI male did not have student engagement and community outreach initiatives experience. During his interview, he was not able to answer questions related to these areas.

The selected candidate (Black female) had direct clinical practice and supervisory experience. She connected how she had insights to practical approaches to programming for student populations and service to the institutional community during the interview. She also provided information regarding her commitment for working with diverse populations within the university setting.

23. Speech Language Pathology Clinical Supervisor

1 HF

Qualifications:

Master's degree or higher in Speech Language Pathology. Certificate of Clinical Competence in Speech Language Pathology from the American Speech Language Hearing Association. Connecticut Health Department Licensure in Speech Language Pathology (or eligibility). Minimum 5 years of experience in clinical practice as a speech language pathologist which should include a minimum 1-year experience as a clinical supervisor. Knowledge of current best practice standards in screening, assessment, diagnosis, and treatment of communication disorders in children and adults. Knowledge of current best practices in clinical supervision. Excellent oral and written communication skills. Excellent organizational skills. Excellent team collaboration skills. Computer literacy skills for administrative and clinical purposes. These qualifications may be waived for individuals with appropriate alternate experience.

Applicants: 3

One (1) White female and two (2) Hispanic females.

Applicants Rejected: 0

Interviewed: 3

One (1) White female and two (2) Hispanic females.

No goal applicants in the applicant pool.

The selected candidate (Hispanic female) has clinical supervision experience and had experience with community connections. She had clinical experience dealing directly with children. She also had bilingual experience in the clinical field and good communication skills. She had experience with assessment, diagnosis and treatment of communication disorders.

24. Residence Hall Director

1 HF

Qualifications: A bachelor's degree is required; a Master's degree in Student Personnel, Student Affairs. Additional requirements include demonstrated commitment and ability to create just, equitable,

inclusive communities where students feel welcomed and supported; strong written and verbal communication, organization, and problem-solving skills; ability to work collaboratively with others; effective ability to motivate others and build teams; understanding of and commitment to a holistic approach to college student development. **Preferred Qualifications:** Higher Education is preferred. Preferred experiences, knowledge and/or skills: leadership; supervision; program development and delivery; conflict resolution, restorative justice and mediation. Those who are passionate about working with college students, intrinsically motivated and able to work in a highly dynamic environment are best suited for this position.

Applicants: 34

Five (5) White males, six (6) White females, four (4) Black males, two (2) Black females, **two (2) Hispanic males**, four (4) Hispanic females, four (4) Unknown males, and seven (7) Unknown females.

Applicants Rejected: 24

Three (3) White males, three (3) White females, three (3) Black males, two (2) Black females, two (2) Hispanic females, four (4) Unknown males, and even (7) Unknown females.

Interviewed: 10

Two (2) White males, three (3) White females, one (1) Black male, **two (2) Hispanic males** and two (2) Hispanic females.

One (1) Hispanic male, goal candidate had primarily K-12 education experience and had minimal exposure and experience addressing social justice in a higher education setting. He also was not able to provide examples of how he would handle crisis and conflict management issues.

The selected candidate (Hispanic Female) had direct related experience, student centered and caring towards student well-being. She provided examples of her background with students and her related experiences. She also did community building work, and she detailed her social justice background showing how she supported students and wanted to amplify their voice, team mindset, and collaborative approach. She had supervisory experience and had conflict resolution skills.

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) and service maintenance (NP-2) bargaining unit to apply for promotional or lateral positions and then they are advertised externally. Positions are placed on the SCSU, CSCU and DAS website.

Category 4

Secretarial/Clerical Varied Hiring goals: 11WF, 1 HM

Hires: 2 (2WF)

1. Administrative Assistant

1 WF

This appointment achieved a hiring goal

This position was advertised with the Connecticut State Colleges and Universities (CSCU).

Minimum Qualifications – General Experience: Four (4) years of experience above the routine clerk level in support or secretarial work. **Minimum Qualifications – Special Experience:** One (1) year of the General Experience must have been as a Secretary 2 or its equivalent. **Minimum Qualifications – Substitutions Allowed:** College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equaling one-half (1/2) year to a maximum of two (2) years.

Applicants: 3

Two (2) White females and one (1) Hispanic female

Applicants Rejected: 0

Interviewed: 3

Two (2) White females and one (1) Hispanic female

The selected goal candidate (White female) had worked at Housatonic Community College and had experience working with faculty and staff. She described her organizational and project management skills. She has experience with confidential records, vendor invoices, and purchase requisitions. She has worked with Microsoft Office, Outlook and CORE financial system. This appointment achieved a hiring goal.

2. Administrative Assistant

1 WF

This appointment achieved a hiring goal.

Minimum Qualifications – General Experience: Four (4) years of experience above the routine clerk level in support or secretarial work. **Minimum Qualifications – Special Experience:** One (1) year of the General Experience must have been as a Secretary 2 or its equivalent. **Minimum Qualifications – Substitutions Allowed:** College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equaling one-half (1/2) year to a maximum of two (2) years.

Applicants: 317

Fifteen (15) White males, **one hundred thirty-five (135) White females**, eleven (11) Black males, forty-nine (49) Black females, **six (6) Hispanic males**, fifty-five (55) Hispanic females, three (3) AAIANHNPI males, ten (10) AAIANHNPI females, sixteen (16) Two or more races females, three (3) Unknown males, ten (10) Unknown females, and four (4) Unknown Unknowns.

Applicants Rejected: 312

Fifteen (15) White males, **one hundred thirty-two (132) White females**, eleven (11) Black males, forty-seven (47) Black females, **six (6) Hispanic males**, fifty-five (55) Hispanic females, three (3) AAIANHNPI males, ten (10) AAIANHNPI females, sixteen (16) Two or more races females, three (3) Unknown males, ten (10) Unknown females, and four (4) Unknown Unknowns.

Interviewed: 5

Three (3) White females and two (2) Black females

Two (2) White female, goal candidates were not able to demonstrate their related technology skills and organization and time management experience. Both of these candidates could not provide examples or details of this type of working knowledge and experience.

The selected goal candidate (White female) had handled a high volume of project management responsibilities working in law firms and for the Newtown Chamber of Commerce. She had good communication and organization skills and dealt with all levels of administration. She had fundraising experience that included budgeting and handling financial records. She had some experience working in higher education when she worked as a University Assistant while she was getting her Bachelor's degree. This appointment achieved a hiring goal.

Secretary 2

Hiring goals: 1WM, 3WF, 1 AAIANHNPI F

Hires: 4 (3WF, 1HF)

1. Secretary 2

This appointment achieved a hiring goal.

Minimum Qualifications – General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work. Minimum Qualifications – Special Experience:

One (1) year of the General Experience must have been as a Secretary 1 or its equivalent. Minimum Qualifications – Substitutions Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of two (2) years. Preferred Qualifications:

Experience working with Microsoft Office and Microsoft Teams; Experience ordering, managing and tracking office and special event supplies; Experience working in a fast-paced environment, managing multiple tasks and prioritizing office workflow; Experience planning and supporting events and executing special projects; Effective communication skills, both orally and in writing; Demonstrates a high level of customer service and initiative; A proven ability to work independently, as well as with a team.

Applicants: 157

Two (2) White males, sixty-three (63) White females, one (1) Black male, twenty-nine (29) Black females, thirty-three (33) Hispanic females, one (1) AAIANHNPI male, **three (3) AAIANHNPI females**, two (2) Two or more races' males, seven (7) Two or more races' females, five (5) Unknown males and eleven (11) Unknown females.

Applicants Rejected: 146

Two (2) White males, fifty six (56) White females, twenty-eight (28) Black females, thirty-two (32) Hispanic females, one (1) AAIANHNPI male, **two (2) AAIANHNPI females**, two (2) Two or more males, seven (7) Two or more races' females, five (5) Unknown males and eleven (11) Unknown females.

1 WF

Interviewed: 11

Seven (7) White females, one (1) Black male, one (1) Black female, one (1) Hispanic female, and **one** (1) AAIANHNPI female.

The selected goal candidate (White female) had administrative operations and multi-tasking experience. She handled the daily office functions such as reception, mail, conference room scheduling, created weekly and monthly reports, updated databases, researched files, and other miscellaneous functions. She had good customer service skills, time management and organizational skills. She trained new staff, volunteers and interns. This appointment achieved a hiring goal.

2.Secretary 2 1 WF

This appointment achieved a hiring goal.

Qualifications: Minimum Qualifications – General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work. Minimum Qualifications – Special Experience: One (1) year of the General Experience must have been as a Secretary 1 or its equivalent. Minimum Qualifications – Substitutions Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of two (2) years. Preferred Qualifications: At least 1-2 years of experience working in higher education; experience using a University Management System (ex: Banner); experience with Microsoft Office products (In particular Word, Excel and TEAMS); experience with Adobe software (Ex: generating PDF's, fillable PDF's, electronic signatures, and converting hard copy documents to the PDF format).

Applicants: 91

Five (5) White males, forty-three (43) White females, seventeen (17) Black females, one (1) Hispanic male, eighteen (18) Hispanic females, one (1) AAIANHNPI female, two (2) Two or more races' females, two (2) Unknown females, and two (2) Unknown Unknowns.

Applicants Rejected: 86

Four (4) White males, forty-one (41) White females, fifteen (15) Black females, one (1) Hispanic male, eighteen (18) Hispanic females, **one (1) AAIANHNPI female**, two (2) Two or more races' females, two (2) Unknown females, and two (2) Unknown Unknowns.

Interviewed: 5

One (1) White male, two (2) White females and two (2) Black females.

The selected goal candidate (White female) had used Excel for mail merges and created spreadsheets for reporting of data and scheduling and managing appointments through the calendar feature. She also scheduled meetings through TEAMS. She handled confidential records and maintained personal information of students and parents as well as highly sensitive custody and court documents. She had good customer service and organizational skills. This appointment achieved a hiring goal.

3.Secretary 2 1 WF

This appointment achieved a hiring goal.

Qualifications: Minimum Qualifications – General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work. Minimum Qualifications – Special Experience: One (1) year of the General Experience must have been as a Secretary 1 or its equivalent. Minimum Qualifications – Substitutions Allowed: College training in the secretarial

sciences may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of two (2) years. **Preferred Qualifications:** Experience working in higher education; experience with Microsoft Office (Word, Excel, Teams); experience with Adobe software (Ex: generating and editing fillable PDFs, electronic signatures, conversions to PDFs); experience with procurement processes at University or similar institutions; and demonstrated ability to learn new skills and adapt as necessary to changing policies/procedure and to curate and maintain social media and other marketing efforts.

Applicants: 128

Six (6) White males, **fifty-six (56) White females**, four (4) Black males, twenty-six (26) Black females, two (2) Hispanic males, twenty (20) Hispanic females, **one (1) AAIANHNPI female**, one (1) Two or more races' male, two (2) Two or more races' females, one (1) Unknown male, seven (7) Unknown females and two (2) Unknown unknown.

Applicants Rejected: 121

Six (6) White males, **fifty-two (52) White females**, four (4) Black males, twenty-four (24) Black females, two (2) Hispanic males, twenty (20) Hispanic females, one (1) Two or more races' male, two (2) Two or more races' females, one (1) Unknown male, seven (7) Unknown females and two (2) Unknown unknown.

Interviewed: 7

Four (4) White females, two (2) Black females and one (1) AAIANHNPI female.

The selected goal candidate (White female) had created several reports and pivot tables on Excel. She developed professional correspondence, documents and presentations using Word and PowerPoint. She managed multiple inboxes and calendars on Outlook. She also used the Outlook mail merge function. She used Adobe to convert department policies and procedures to to PDF's and she created fillable forms. She had experience with creating and editing webpages and updated the department's social media pages. She also worked daily with confidential records and materials. This appointment achieved a hiring goal.

4. Secretary 2 1 HF

Qualifications: Minimum Qualifications – General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work. Minimum Qualifications – Special Experience: One (1) year of the General Experience must have been as a Secretary 1 or its equivalent. Minimum Qualifications – Substitutions Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of two (2) years. Preferred Qualifications: At least 1-2 years of experience working in higher education; experience using a University Management System (ex: Banner); experience with Microsoft Office products (In particular Word, Excel and TEAMS); experience with Adobe software (Ex: generating PDF's, fillable PDF's, electronic signatures, and converting hard copy documents to the PDF format);

Applicants: 168

Seven (7) White males, seventy (70) White females, two (2) Black males, thirty-two (32) Black females, two (2) Hispanic males, thirty-one (31) Hispanic females, one (1) AAIANHNPI male, **one (1) AAIANHNPI female**, one (1) Two or more races' male, seven (7) Two or more races' females, thirteen (13) Unknown females and one (1) Unknown unknown.

Applicants Rejected: 161

Seven (7) White males, sixty-nine (69) White females, two (2) Black males, thirty (30) Black females, two (2) Hispanic males, twenty-eight (28) Hispanic females, **one (1) AAIANHNPI female**, one (1) Two or more races' male, seven (7) Two or more races' females, thirteen (13) Unknown females and one (1) Unknown unknown.

Explanation of Goal Candidates Rejected:

The goals for **White female** were previously achieved.

The following **seven (7) White males and one (1) AAIANHNPI female** answered "no" to one or more of the following referral questions regarding the preferred qualifications and were eliminated. The referral questions were:

- 1. Are you able to work in person, Monday-Friday? If you answered yes to the previous question, please explain. If you answered no, please indicate N/A.
- 2. Are you proficient in Microsoft Office 360 (Word, Excel, Outlook, PowerPoint, TEAMS)? If you answered yes to the previous question, please explain your experience using Microsoft Office 360 (Word, Excel, Outlook, PowerPoint, TEAMS). If you answered no, please indicate N/A.
- 3. Do you have professional experience maintaining confidentiality of records and information? If you answered yes to the previous question, please explain your professional experience maintaining confidentiality of records and information. If you answered no, please indicate N/A.
- 4. Do you have experience with Adobe software? If you answered yes to the previous question, please explain your experience with Adobe software. If you answered no, please indicate N/A.

Interviewed: 7

One (1) White female, two (2) Black females, three (3) Hispanic females and one (1) AAIANHNPI male.

The selected candidate (Hispanic female) had scheduled TEAMS meetings and scheduled meetings through Outlook. She had good communication and organizational skills and provided examples during the interview. She had experience with Microsoft Office products and Adobe DC. She had used Excel and created spreadsheets and created financial reports.

Category 5

<u>Technical Paraprofessional</u> Hiring goals: 1WM, 1BF, 1 HF

Hires: 0

No hiring occurred in this job category during the reporting period.

Category 6 Skilled Craft

Hiring goals: 1WF, 1BF, 4HM, 2HF

Hires: 5 (5WM)

1. Building Maintenance Supervisor

1WM

Minimum Qualifications – General Experience: Six (6) years of experience in the repair and maintenance of large buildings. NOTE: Experience performing technical duties within the maintenance trade area on a military base, aircraft carrier or large compound may be substituted for the General Experience on a year for year basis. **Minimum Qualifications – Special Experience:** Two (2) years of the General Experience must have been in a supervisory capacity. NOTE: For state employees this experience is interpreted at the level of a Building Superintendent 2.**Minimum Qualifications –**

Substitutions Allowed: College training in architecture, mechanical or electrical engineering or a related field may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of four (4) years for a Bachelor's degree. **Special Requirements:** Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications.

This position was advertised to only current State employees within the Maintenance bargaining union. During the ten-day posting, there was a candidate on the mandatory SEBAC list and SCSU offered him the position.

Applicants: 1

Applicants Rejected: 0

Interviewed: 1

The selected candidate (White male) was offered the position from the mandatory SEBAC list. He met all of the position qualifications.

2. Qualified Craft Worker (Elec)

1 WM

Minimum Qualifications – General Experience: Four (4) years of experience in the particular trade area indicated by the parenthetical title. Minimum Qualifications – Special Experience: Two (2) years of the General Experience must have been performing skilled trade functions in the specific trade area. Note: For State Employees, this is interpreted at the level of Skilled Maintainer or Transportation Maintainer 2. Minimum Qualifications - Substitutions Allowed: 1. Graduation from a vocational or technical school with a diploma designating completion of subject requirements in a maintenance trade area may be substituted for two (2) years of the General Experience. 2. Two (2) years of experience as a Qualified Craft Worker Intern in a designated maintenance trade area may be substituted for the General and Special Experience. 3. Experience performing technical duties within a designated maintenance trade area on a military base, aircraft carrier or large compound may be substituted for the General and Special Experience on a year for year basis. Special Requirements: 1. Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications including possession and retention of an Unlimited journeyperson's license in the trade area indicated by the parenthetical title. 2. Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements. Physical Requirements: 1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties of the class. 2. A physical examination may be required.

Applicants: 6

Four (4) White males, one (1) Black male and one (1) Two or more races male.

Applicants Rejected: 0

Interviewed: 6

Four (4) White males, one (1) Black male and one (1) Two or more races male.

No Goal Candidates in applicant pool.

The selected candidate (White male) had experience with all aspects of new electrical construction that includes Romex Wiring, recess cans, electrical panels, and meters. He installed electrical outlets, switches, light fixtures, chandeliers, security cameras, and fire alarms. He inspected overhead

electrical devices and meters. He also supervised and mentored staff and explained best practices in accordance with state policies and regulations.

3. Stationary Engineer

1 WM

Minimum Qualifications – General Experience: Three (3) years of experience in operation, maintenance, and repair of steam boilers or of significant auxiliary boiler room or power plant equipment. **Minimum Qualifications – Special Experience:** Incumbents in this case may be required to by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications. **Physical Requirements:** 1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties. 2. A physical examination may be required.

Applicants: 5

Five (5) White males

Applicants Rejected: 0

Interviewed: 5

Five (5) White males

No Goal Candidates in applicant pool.

The selected candidate (White male) had experience working with boilers and heating and cooling units. He inspected gauges and maintained records of operation and mechanical equipment. He maintained and repaired mechanical equipment and service equipment. He was also knowledgeable OSHA approved methods and regulations.

4. Qualified Craft Worker (HVACR)

1 WM

Minimum Qualifications – General Experience: Four (4) years of experience in tasks in the heating, ventilation, air-conditioning and refrigeration trade. Minimum Qualifications – Special Experience: Two (2) years of the General Experience must have been performing skilled heating, ventilation, air conditioning and refrigeration trades. Note: For State Employees, this is interpreted at the level of Skilled Maintainer or Transportation Maintainer 2. Special Requirements: 1. University of Connecticut: Incumbents in this class are required to possess and retain appropriate current license, permits and/or certifications including possession and retention of a State of Connecticut heating, piping, and/or cooling license. 2. Incumbents in this class may be required by the appointing authority to possess or acquire and retain appropriate current licenses, permits and/or certifications. Physical Requirements: 1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties of the class. 2. A physical examination may be required.

Applicants: 5

Four (4) White males and one (1) Hispanic male

Applicants Rejected: 1
One (1) Hispanic male

Explanation of Goal Candidate Rejected

One (1) Hispanic male did not have a valid CT license and did not have the required four years of related experience in the heating, ventilation, air-conditioning and refrigeration trade.

Interviewed: 4

Four (4) White males

The selected candidate (White male) had experience working with all types of heating, ventilation, air conditioning and refrigeration units and devices. He operated, maintained and repaired systems and used Freon or chilled water for air cooling and condensers. He also supervised and trained staff to repair pipes and fittings and was knowledgeable of OSHA approved methods.

5. Qualified Craft Worker (HVACR)

1 WM

Minimum Qualifications – General Experience: Four (4) years of experience in tasks in the heating, ventilation, air-conditioning and refrigeration trade. Minimum Qualifications – Special Experience: Two (2) years of the General Experience must have been performing skilled heating, ventilation, air conditioning and refrigeration trades. Note: For State Employees, this is interpreted at the level of Skilled Maintainer or Transportation Maintainer 2. Special Requirements: 1. University of Connecticut: Incumbents in this class are required to possess and retain appropriate current license, permits and/or certifications including possession and retention of a State of Connecticut heating, piping, and/or cooling license. 2. Incumbents in this class may be required by the appointing authority to possess or acquire and retain appropriate current licenses, permits and/or certifications. Physical Requirements:1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties of the class.2. A physical examination may be required.

Applicants: 7

Five (5) White males and two (2) Black males

Applicants Rejected: 3

Two (2) White males and one (1) Black male

Interviewed: 4

Three (3) White males and one (1) Black male.

No Goal Candidates in applicant pool.

The selected candidate (White Male) had experience with a variety of HVAC systems and has an active S2 certification. He worked with wiring and rotation of safety procedure in case of flooding. He also worked with forced air heating systems and hydronic heating systems and basic refrigeration cycles.

Category 7 – Maintenance Service Maintenance- Varied

Hiring goals: 1WM, 1WF, 1 AAIANHNPI M

Hires: 0

No hiring activity occurred during the reporting period.

Custodians

Hiring goals: 4WM, 8WF, 6HM, 6HF

Hires: 7 (3BM and 4BF)

1-7. Custodian Facilities Operations

3 BM, 4 BF

Qualifications: Any experience and training which would provide the knowledge, skills and abilities listed above. **Preferred Qualifications:** Professional experience buffing floors and using a Tennant machine. **Special Requirements:** Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits, and/or certifications. **Physical Requirements:** 1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class.2. A physical examination may be required.

Applicants: 149

Twenty-four (24) White males, two (2) White females, sixty-four (64) Black males, sixteen (16) Black females, **nineteen (19) Hispanic males, eight (8) Hispanic females**, one (1) AAIANHNPI male, one (1) AAIANHNPI female, eight (8) Two or more races' males, three (3) Unknown males, one (1) Unknown female and two (2) Unknown unknown.

Applicants Rejected: 125

Twenty-one (21) White males, fifty-nine (59) Black males, ten (10) Black females, sixteen (16) Hispanic males, four (4) Hispanic females, one (1) AAIANHNPI female, eight (8) Two or more races' males, three (3) Unknown males, one (1) Unknown female and two (2) Unknown unknown.

Explanation of Goal Candidates Rejected:

The following **Twenty-one (21) White males, sixteen (16) Hispanic males, and five (5) Hispanic females** answered "no" to one or more of the following referral questions regarding the preferred qualifications and were eliminated. The referral questions were:

- 1. Do you have professional experience buffing floors?
- 2. If you answered yes to the previous question, please explain your professional experience buffing floors. If you answered no, please indicate N/A.
- 3. Do you have experience using a Tennant machine?
- 4. If you answered yes to the previous question, please explain your experience using a Tennant machine. If you answered no, please indicate N/A.
- 5. Are you available to work 1st shift (6:00 am 2:00 pm, Monday Friday)?
- 6. Are you available to work 2nd shift (2:00 pm 10:00 pm, Monday Friday)?
- 7. Are you available to work 3rd shift (11:00 pm 7:00 am, Sunday Thursday)?

Interviewed: 24

Three (3) White males, two (2) White females, five (5) Black males, six (6) Black females, three (3) Hispanic males, four (4) Hispanic females, and one (1) AAIANHNPI male.

Explanation of Goal Candidates Not Selected:

One (1) White male, one (1) Hispanic male and two (2) Hispanic females withdrew from consideration after the interview because they accepted other positions.

Two (2) White males, two (2) White females, two (2) Hispanic males and two (2) Hispanic females were not able to work the hours of the standard shifts and any additional hours to cover University events or weekend hours when certain conferences or student and staff event setups. They were all considered for the Part time positions in the department that had the hours that they were able to cover.

The Facilities Operations Department filled seven (7) full time Custodian positions and three (3) part-time positions due to a large volume of retirements during the reporting period.

The selected candidates (3 Black Males and 4 Black Female) were offered positions for different shifts (1st, 2nd and 3rd) and custodial responsibilities. These candidates met the qualifications for the position.

Protective Services

Hiring goals: 6WM, 1 AAIANHNPI M

Hires: 2 (1 WM, 1 WF)

Protective Services Trainee (Police)

1 WM, 1WF

Special Requirements: Applicants must be authorized to work lawfully in the United States by date of appointment. 2. Applicants must have a High School diploma or General Educational Development (GED) certification prior to admission to the Connecticut Police Training Academy. 3. During the period as a Police Trainee candidates will be required to complete a course of training to include completion and graduation from the Connecticut Police Training Academy program or its equivalent.4. Appointment to this class will be for a period not to exceed twelve (12) months. Provisional appointment will be made to the target class when formal training has not been completed after twelve (12) months as a Protective Services Trainee (Police). Appointment will be made to the target class after successful completion and graduation of formal training. 5. Applicants in this class must have reached their 21st birthday. 6. Incumbents in this class must possess and retain a valid Motor Vehicle Operator's license. 7. Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) or Paramedic certification. Character Requirements: In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment. Physical Requirements: 1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance, and visual and auditory acuity to perform the duties of the class. A physical fitness assessment will be required of all applicants. 2. A comprehensive medical examination, including a controlled substance screening, will be required of all applicants upon a conditional offer of employment.

Applicants: 92

Forty-two (42) White males, ten (10) White females, fourteen (14) Black males, two (2) Black females, thirteen (13) Hispanic males, three (3) Hispanic females, **one (1) AAIANHNPI male**, one (1) AAIANHNPI female, five (5) Unknown males, and one (1) Unknown female.

Applicants Rejected: 82

Thirty-seven (37) White males, eight (8) White females, fourteen (14) Black males, two (2) Black females, twelve (12) Hispanic males, two (2) Hispanic females, one (1) AAIANHNPI female, five (5) Unknown males, and one (1) Unknown female.

Explanation of Goal Candidates Rejected:

Twenty-six (26) White males failed or did not to attend the physical agility testing portion of the recruitment process.

Eleven (11) White males indicated that they did not want to work 3rd shift or any weekends. As a Protective Services Trainee, you are required to work different shifts and the University is open on the weekends and police security staff are working to ensure safety.

Interviewed: 10

Five (5) White males, two (2) White females, one (1) Hispanic male, one (1) Hispanic female, and **one** (1) **AAIANHNPI male**.

Explanation of Goal Candidates not selected:

Two (2) White males and one (1) AAIANHNPI male did not pass the psychological evaluation and polygraph testing portion of the interview.

One (1) White male withdrew after the interview process.

Two (2) White males did not pass the background check.

The selected candidate, goal candidate (White male) is presently working as an Assistant Manager in a retail store and had good customer service experience. He successfully completed all aspects of the hiring process. **This appointment achieved a hiring goal.**

The selected candidate (White female) worked as an Emergency Dispatcher with the Watertown Police Department. She was trained with the COLLECT and is EMD certified. She has dealt with a diverse population and had good communication skills. She successfully completed all aspects of the hiring process.

PROMOTIONS

Category 1 – Executive Managerial

Promotion goals: 1WF Promoted: None

No promotional activity occurred in the Executive Managerial category during the reporting

period.

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 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: 2WF, 4BF, 2HM, 2HF, 5AAIANHNPI M, 1AAIANHNPI F Promoted into category: 13 (4WM, 4WF, 1HF, 1 AAIANHNPI M and 3 AAIANHNPI F) in accordance

with union contract procedures.

5 goals were met with the promotion of 2WF, 1HF, 1 AAIANHNPI M and 1 AAIANHNPI F.

Applicants: 14

Five (5) White males, four (4) White females, one (1) Hispanic female, one (1) AAIANHNPI male, and three (3) AAIANHNPI females.

Applicants Rejected: 1 One (1) White male

Interviewed: 14

All were interviewed per promotion and tenure procedures.

Promoted: 13

Four (4) White males, four (4) White females, one (1) Hispanic female, one (1) AAIANHNPI male, and three (3) AAIANHNPI females were interviewed per promotion and tenure procedures.

Associate Professor

Promotion Goals: 1HF, 10 AAIANHNPI M and 6 AAIANHNPI F

Promoted into category: 13 (3WM, 6WF, **1HF, 2 AAIANHNPI M, and 1 AAIANHNPI F)** in accordance with union contract procedures.

4 goals were met with the promotion of 1HF, 2 AAIANHNPI M and 1 AAIANHNPI F

Applicants: 13

Three (3) White males, six (6) White females, one (1) Hispanic female, two (2) AAIANHNPI males, and one (1) AAIANHNPI female.

Applicants Rejected:0

Interviewed: 13

All applicants were interviewed per promotion and tenure procedures.

Promoted: 13

Three (3) White males, six (6) White females, one (1) Hispanic female, two (2) AAIANHNPI males, and one (1) AAIANHNPI female.

Assistant Professor

Promotion Goals: None established

Promoted: None

No promotional activity occurred in the Assistant Professor category during the reporting

period.

Coaches

Promotion Goals: None established

Promoted: None

No promotional activity occurred in the Coaches category during the reporting period.

Category 3

Professional Non-Faculty

Promotion Goals: None established

Promotion within Category: 1

Building Maintenance Supervisor (Category7) to Coord of University Construction & Facilities Management 1WM

Qualifications: Bachelor's degree in a construction-related field and four years of supervisory or managerial experience on significant commercial construction or renovation projects; familiarity with DPW construction procedures; working knowledge of construction and public works related statues, laws and ordinances and ability to effectively interpret and apply same; experience with change order negotiation and land acquisition. Demonstrated ability to work with all members of the design and construction team. Ability to deal with the public and computer literacy preferred. Credentials and/or experience substantially comparable to the above may also be considered.

Applicants: 3

Three (3) White males

Applicants Rejected:0

Interviewed:3

Three (3) White males

Promoted: 1

One (1) White male was promoted. He had experience as a Building Maintenance Supervisor and supervised staff. He had direct experience working with the System Office Facilities Department and coordinated work construction projects and was knowledgeable of building contracts, OSHA laws, public works statutes and laws.

Office Assistant to Registrar Services Assistant

1WF

This employee was promoted to Registrar Services Assistant. This person was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Administrative Assistant to Administrative Assistant to President 1BF

This employee was promoted/transferred to Administrative Assistant to President. This person was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Promoted within Category:

The following 6 promotions are all promotions with the Professional Category 3 and do not result in an accession. 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.

Assistant Director to Associate Director of Admissions

1WM

This employee was promoted to Associate Director of Admissions. He was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Assistant Director to Coordinator of Conference & Events Technology 1WM

This employee was promoted to Coordinator of Conference & Events Technology. He was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Assistant Director Social Media to Media Relations Officer

1WF

1WF

This employee was promoted to Media Relations Officer. She was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Assistant Bursar Student Services to Grants Fiscal Administrator

This employee was promoted to Grants Fiscal Administrator. She was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Assistant Director to Associate Director of Financial Aid & Scholarships 1BM

This employee was promoted to Associate Director of Financial Aid & Scholarships. He was performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Category 4

Secretarial Clerical – Varied

Promotion Goals: 2WF

Promotions into Category: 0 Promotion within Category: 0

No promotional activity occurred in the Secretary 2 category during the reporting period.

Secretary 2

Promotion Goals: 1WF

Promotions into Category: 0

No promotional activity occurred in the Secretary 2 category during the reporting period.

Category 5

Technical Paraprofessional

Promotion Goals: None established

Promotions into Category: 0 Promotion within Category: 0

No promotional activity occurred in the Technical Paraprofessional category during the

reporting period.

Category 6 **Skilled Craft**

Promotion Goals: None established

Promotions into Category: 2 (1HM, 1AAIANHNPI M) Lead Custodian/Custodian to QCW (Carpentry)

1HM. 1AAIANHNPI M

Both of these employees were promoted to QCW (Carpentry). They were performing duties at the higher level and was reclassified. No other employees were eligible for this position.

Promotions within Category: 1 (1BM) Maintenance Supervisor 2 (Plumbing)

1BM

Plumber to Maintenance supervisor

Minimum Qualifications - General Experience: Six (6) years of experience in the trade area indicated by the parenthetical title. Minimum Qualifications - Special Experience: Three (3) years of the General Experience must have included performing highly skilled duties in the trade area indicated by the parenthetical title. NOTE: For state employees this experience is interpreted at the level of a Qualified Craft Worker. Special Requirements: Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications including possession and retention of a license as an Unlimited Journeyperson in the trade area indicated by the parenthetical title. Incumbents in this class may be required to travel. Physical Requirements: Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. A physical examination may be required.

Applicants: 2

One (1) White male and one (1) Black male

Applicants Rejected: 0

Interviewed: 2

One (1) White male and one (1) Black male

The selected candidate (Black male) had been a Qualified Craft Worker (Plumber) within the department and had over twenty years of plumbing experience. He had P1 and S1 licenses and was EPA and OSHA certified. He had supervisory experience and provided examples of how he would handle employees that were not following directions. He also gave an example explaining the steps in snaking out a clogged drain and how he determined the correct pitch for the drainage line. He had experience training new plumbers and teaching them proper techniques and safety requirements.

Category 7

Service Maintenance- Varied Promotion Goals: 1 WM, 1WF

Promotion Into Category: 2 (1WM and 1BM)

Promotions within Category: 0

Custodian to Lead Custodian

1WM and 1BM

Both these employees were promoted to Lead Custodian. They were performing duties at the higher level and were reclassified. No other employees were eligible for these positions.

Custodian

Promotion Goals: None established.

Promotions into Category: 0

No promotional activity occurred in the Custodian category during the reporting period.

Protective Services

Promotion Goals: None established.

Promotions into Category: 0

No promotional activity occurred into the Protective Services category during the reporting period.

Promotions within Category: 2 (1BM, 1 BF) Protective Service Trainee to Police Officer

1BM and 1BF

These two (2) employees (BM and BF) successfully completed the Trainee program and were promoted to the target classification of Police Officer. No other employees were eligible for these promotions.

Program Goals were established in the last Affirmative Action Plan.

1. Build supportive and diverse communities for employees and students at the University to strategically address their needs and concerns.

Completion Date: May 2024

Responsible Persons: Staff from the Division of DEI

Achieved: SCSU has created Affinity groups aimed to provide a supportive space for meaningful connections in the workplace, based on the employees and students needs. These groups are designed to establish an opportunity for sharing knowledge, resources, and experiences with each other as well as provide a space for social engagement and professional development with like-minded individuals.

Programs, services, or initiatives that foster a diverse and inclusive campus were hosted for employees and students during the reporting period. Events for employees focused on climate, inclusion and equity were scheduled for Fall 2023 and Spring 2024 semesters.

A survey was conducted in October and March (resulting in 62 responses) helped inform the development of Affinity Groups at the University. A copy of the survey that was distributed is attached.

Community building took place in the Spring semester to start new groups (LGBTQ+, Hispanic/Latino, Black, and Young Professionals). A major theme across the different groups was the need for community building across division, department, and union. Different themes emerged from some group such as the LGBTQ+ group which wanted connection across institutions in New Haven and with community-based organizations, LGBTQ+ and Neurodiversity group wanted to support employees as well as connect with students. A fall 2024 calendar has been developed for monthly in-person and Teams meetings to help groups develop their membership and programming that places emphasis on humanity, belonging, community, and system change.

The goal in creating these Affinity groups is to make the employees and students experience at SCSU even more meaningful on a personal level and to help advance Southern's social justice goals.

The following groups were created and piloted during the 2023-2024 academic year.

- Asian American Pacific Islander (AAPI) Employee Group hosted meetings on March 21, 2024 (13 Attended).
- Black Affinity Group hosted meetings 0n March 18, 2024 and March 26, 2024 (12 Attended)
- LGBTQ+ Affinity Group hosted meetings on March 20, 2024 and March 26, 2024 (14 Attended).
- Hispanic/Latinx Employee Group hosted meetings on March 21, 2024 and March 22, 2024 (8 Attended).
- Neurodiversity Affinity Group hosted meetings on August 25, 2023, February 23, 2024, March 22, 2024 and April 19, 2024 (108 Attended).
- Southern Caregivers' Group (for those caring for older adults) hosted meetings on June 23, 2023, July 27, 2023, October 26, 2023, November 3, 2023, February 22, 2024, March 3, 2024 and April 25, 2024 (44 Attended).
- Young Professionals (40 or younger) hosted a meeting on March 22, 2024 (6 Attended).
- 2. Access and evaluate the University's culture by reporting on institutional climate and culture progress.

Completion Date: May 2024

Responsible Persons: Staff from the Division of DEI

Achieved: In our pursuit of enhancing the employee experience at Southern, the Division of Diversity, Equity, and Inclusion announced its inaugural Employee Inclusion and Well-Being survey in March of 2024. All employees had an opportunity to participate in a 5 to 10-minute survey to provide insight into perspectives of the employee experience at the university.

An external vendor, Qualtrics XM, designed the survey. Employees received an individualized email inviting you to participate in the survey. Participation was voluntary, and all responses will remain confidential. Participation in the survey help provide an understanding of the employee experience and will aid in the development of programs, initiatives, and services that enhance opportunities provided by the Division of Diversity, Equity, and Inclusion.

Achieved: The University launched Campus Climate Support protocol this past Fall semester 2023. The Campus Climate Support Team has developed the submission protocol and form to report climate concerns (link below)

The Campus Climate Support Team (CCST) received 12 submissions in the 2023-2024 academic year. These incidents were addressed in the following ways:

Affirmation and support for the impacted individual(s) – The primary goal of this reporting is to provide support for individuals and groups on SCSU's campus who have been impacted by climate concerns. DEI works with the impacted individuals to determine the type if response sought and to initiate an appropriate follow up.

Educational conversation with responsible party – Often, individuals who have been impacted by a climate concern are focused on ensuring the responsible party understands how and why their behavior caused harm. In such cases, a DEI staff member will arrange for an informal conversation with the responsible party to help them take perspective and understand the impact of their behavior on others.

Restorative circle or conference – In some cases, impacted individuals would like a space to explore and discuss the impact of an incident and how they will move forward. The restorative process allows for naming harm, listening to and educating one another, and for building, repairing and/or restoring relationships and communities. DEI utilizes restorative processes either with impacted individuals only or by bringing together impacted individuals with the responsible party. This is a voluntary option for all parties involved.

*Statement to the Campus Community – In most cases, the impact of a climate concern is localized to the individual(s) present. However, in some cases the impact either expands to the broader campus community (often through various forms of media) or the incident occurs in a public space and the responsible party is unknown. In such cases, the University may opt to send a message to the campus community to name the incident and its impact and to encourage impacted individuals to seek support.

The Campus Climate Support Team (CCST) addresses concerns that students or staff have witnessed or something they might want to report. Campus climate concerns can include conduct, speech or expression that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders.

The Campus Climate Submission Protocol includes a form was rolled out in the Fall 2023. Forms may be submitted anonymously or with the name of the reporter included. If the form is submitted with contact information, CCST will reach out to help the individual navigate the incident and determine available support to help address the incident. All concerns are taken seriously and help inform places and spaces on campus that may need training or a more intentional partnership with the Division of Diversity, Equity, and Inclusion.

After the concern is reviewed, a DEI staff member will follow-up with the individual who submitted the report (unless the concern was submitted anonymously) to assess any immediate support

needs, ask any necessary follow-up or clarifying questions, and discuss potential next steps for the impacted individuals. The reporter will learn about different supports on campus, the formal processes, and informal processes, so they can make a decision that is best for them in how they want to address concerns. The reporter and a DEI staff member will discuss the concern as well as both formal and informal processes. If the reporter chooses to engage in the formal process, a referral to the appropriate office will be made. The Campus Climate Support Process does not determine policy violation or implement consequences.

Affinity Groups at SCSU - Interest Form

The Southern Connecticut State University Division of Diversity, Equity, and Inclusion will launch affinity groups in 2023-2024. Affinity groups at Southern aim to provide a supportive space for meaningful connections in the workplace, based on your interests and needs. These groups are designed to establish an opportunity for sharing knowledge, resources, and experience with each other as well as provide a space for social engagement with like-minded individuals.

Complete this short form to let us know of your interest in the below University Affinity Groups. Members will assist in creation of mission of the new affinity groups. Questions? Email torresbaezd1@southernct.edu.

Hi, Sajdah. When you submit this form, the owner will see your name and email address.
1. Full Name □
Enter your answer
2. Email 💢
Enter your answer
3. I would be interested in the following groups. Check all that apply. Note these are the initial groups being piloted in 2023-2024. Groups are open to all Southern employees.
Asian American Pacific Islander (AAPI)
Black

LGBTQ+
Latinx
Young Professionals (40 or younger)
Neurodiversity group
Southern Caregivers' Group (For those caring for older adults)
Southern's Chapter of Connecticut ACE Women's Network
1. Questions or Comments 🖽
Enter your answer

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This content is created by the owner of the form. The data you submit will be sent to the form owner. Microsoft is not responsible for the privacy or security practices of its customers, including those of this form owner. Never give out your password.

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14. Career Mobility Section 46a-68-91

SECTION 46a-68-91 CAREER MOBILITY

Southern Connecticut State University has established a 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 Chief Human Resources Officer, 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 monitor 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

1WM, 4WF, 3BF, 2HF 2WM, 2BM, 1HM

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 sixteen (16) 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, one (1) classified employees received tuition reimbursement for courses they took toward degree credits. One (1) White female from the Administrative Clerical Union applied and received tuition reimbursement and or tuition waiver benefits.

3. Classification Requests

Employees promoted during this period due to reclassification and promotion within category and to different categories.

Professional Non-Faculty

1WM – Building Maintenance Supvr. to Coord of Univ. Construction & Fac. Mgmt. (promotion into category)

1WF – Office Assistant to Registrar Services Asst. (promotion into category)

1BF – Administrative Assistant to Administrative Assistant to President (promotion into category)

Secretary 2

There were no promotions into this category during this reporting period.

Technical/ParaProfessional

There were no promotions into this category during this reporting period.

1WF – Library Technician Assistant to Library Technician (promo within category)

Service Maintenance, Varied

1WM and 1BM – Custodian to Lead Custodian (promotion into category)

Protective Services

There were no promotions into this category during this reporting period.

1BM and 1BF – Protective Services Trainee to Police Officer (promotion within category)

4. Goals and Timetables

There are no Upward Mobility goals to be filled by 4/30/24.

The Office of Diversity and Equity Programs will continue to work with Human Resources Office to encourage Vice Presidents, Directors, Managers, and Supervisors to identify individuals who are eligible to participate in a career mobility program for the next plan period.

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.

15. 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.

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, One (1) SCSU employees benefitted from the tuition waiver program: One Hispanic female for the Fall and Spring semester.

University Access Programs

The Office of University Access Programs (UAP) is responsible for the stewardship of crucial programs and services that increase the access and academic success of first-generation, lower-wealth, and students historically underrepresented in higher education. These programs include the Southern Educational Opportunity Program (SEOP), Southern Promise Scholars from New Haven, Waterbury, and Hartford, Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) from New Haven, Waterbury, and East Hartford, Promoting Academically Successful Students (PASS), Connecticut College Access Programs (ConnCAP), Pathways to Academic and Career Empowerment (PACE), and TheDream.US Scholars.

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 Collegiate Awareness and preparation Program (ConnCAP)

ConnCAP is an initiative of the State of Connecticut Department of Higher Education. Through this grant-funded opportunity, Southern is partnering with New Haven Public Schools to help students successfully complete high school and prepare for college. Students are selected at the end of 9th grade or beginning of 10th grade to participate in the ConnCAP Pre-College Program throughout their 10th,11th, and 12th grade years.

GEAR UP

GEAR UP stands for Gaining Early Awareness and Readiness for Undergraduate Programs. In collaboration with New Haven Public Schools, students from high need areas have received early college awareness and support activities like tutoring, mentoring academic preparation, financial education, and college scholarships to improve access to higher education for low income, minority and disadvantaged, first-generation students and their families. We are proud to provide tuition and fee waivers to more than 400 GEAR UP students who chose to pursue a bachelor's degree at Southern and we are committed to their success. As of Spring 2023, 481 GearUp students attended Southern, and 94 earned bachelor's degrees.

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 SAGE Center provides a positive academic, cultural, and social environment where the LGBTQ+ community at Southern can learn, grow, and thrive. The center seeks to provide a safe communal space, personal support, resource information, relevant programming, and positive acknowledgment of the LGBTIQ+ community. The center collaborates with clubs on campus, especially the LGBT Prism Club, an undergraduate student-run organization that works toward educational awareness, promotes acceptance and fairness in campus policies and student attitudes, and above all maintains a supportive network.

Minority Recruitment & Retention and Minority Recruitment and Mentoring Committees
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 \$17,000 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. This past year MRMC funds totaling approximately \$42,000 have been distributed toward programs for minority staff members including covering expenditures for professional development. 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.

Division of Diversity, Equity, and Inclusion

The Division of Diversity, Equity, and Inclusion provides strategic leadership to Southern Connecticut State University by collaborating between university divisions to create a space of belonging for diverse students, staff, faculty, and alumni; fostering an environment of communal care and healing through restorative practices and principles; addressing historically oppressive structures and instances of bias and discrimination to advance equity for all; Cultivating opportunities for learning and development; ensuring university compliance regarding state and federal regulations and policies around non-discrimination; Assessing progress utilizing evidence-based practices in all we do to positively impact the campus culture, alumni, and the communities we serve.

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, VPAS, SAGE, Student Program Council, Women's Studies Department, Multicultural Student Organizations including University chapter of NAACP, Black Student union, and 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/management training. The Office also conducted information sessions for all employees with information on health insurance options, retirement plans, family medical leave, personnel and workplace 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 (VPAS)

The Violence Prevention, Victim Advocacy and Support (VPAS) Center is committed to helping to create a campus community of respect and safety by providing violence prevention education, victim advocacy and support services. The center aims to empower and educate the campus and local community on gender issues through outreach efforts. Program topics offered include sexual violence, domestic violence, healthy relationships, perceptions of masculinity, and bystander intervention.

The Racial and Intersectional Justice Group (RIJG)

The Racial and Intersectional Justice Group (RIJG) are a group of staff, faculty, and administrators who consistently show up as being deeply committed to equity and antiracist work on our campus. We are primarily focused simultaneously on individual and collective change and building our capacity for identifying and challenging white supremacy and systemic oppression in our higher education institution. (RIJG) originally emerged out of a group of faculty, staff, and administrators who participated in Undoing Racism trainings. Members of this group have led faculty development workshops, grant development, and faculty reading groups on issues related to social justice pedagogy.

16. Concluding Statement Section 46a-68-94



CONCLUDING STATEMENT

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.

Dwayne Smith \\\
Interim President

Date

