

Introduction

Central Connecticut State University (CCSU) is committed to both the letter and the spirit of the laws that encompass Equal Employment Opportunity and Affirmative Action. With the exception of the numerical workbooks, this Plan was developed under the newly created Affirmative Action Regulations, 46a-68-75 through 46a-68-94 inclusive. Per 46a-68-76, CCSU has opted to submit the AAP in paper copy. In compliance with the revised regulations in 46a-68-77, the AAP addresses all 16 elements required for submission and compliance.

The 2014 AA Plan was approved in September 2014. All 18 elements were in compliance with the regulations and only the Organizational Analysis section had a notation for correction for the 2015 AA Plan submission:

Section 46a-68-37 Organizational Analysis. The "lines without progression" need to be reviewed for the next filing. All of the job titles that are at the top of the lines of progression would be a title without a line of progression. This section has been modified to incorporate this recommendation.

To achieve all lawful objectives, the University has developed the annual 2014-2015 Affirmative Action Plan, pursuant to section 46a-68 of the Connecticut General Statutes and the corresponding Affirmative Action Regulations for State agencies. The Plan follows the format set forth in the regulations and addresses each element therein.

With a deeply rooted belief in the principles of Affirmative Action and Equal Employment Opportunity, CCSU continually strives to provide all employees, current and prospective, every opportunity and possible benefit regarding their employment. Equally, CCSU continually strives to ensure that every student is afforded the highest standard of educational opportunity.

**Response to the
Commission on Human Rights and Opportunities Critique**

Pursuant to the Regulations of Connecticut State Agencies, Central Connecticut State University accepts the Commission on Human Rights and Opportunities' recommendation as voted on at its September 10, 2014 meeting and officially documented on a letter dated on September 23, 2014 regarding the University's June 30, 2014 Affirmative Action Plan. This response addresses all proposals and/or recommendations made by the Commission.

Section 46a-68-37 Organizational Analysis.

PRESENT SUBMISSION: In compliance

RECOMMENDATIONS: The "lines without progression need to be reviewed for the next filing." All of the job titles that are at the top of the lines of progression would be a title without a line of progression.

UNIVERSITY RESPONSE: This section has been modified to incorporate this recommendation.



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

June 19, 2014

John W. Miller, President
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050-4010

RECEIVED

JUN 23 2014

RE: Affirmative Action Filing Schedule

OFFICE OF DIVERSITY & EQUITY

Dear President Miller,

After discussing the Affirmative Action Plan filing schedule with the Director of Diversity and Equity at Department of Children and Families and the Chief Diversity Officer at Central CT State University, the Commission on Human Rights and Opportunities has agreed to change the filing date for your Affirmative Action Plan.

The 2014 Affirmative Action Plan filing will not be changed and is due on June 30, 2014. The 2015 filing, however, will be changed to November 30, 2015 filing date which will be the new filing date for subsequent submissions. The reporting period for the 2015 plan will be from March 1, 2014 to July 31, 2015. The reporting period for subsequent filings is August 1 to July 31.

The Commission would like to thank you for your continuing commitment and support for Affirmative Action and Equal Employment Opportunity. The Commission also thanks Chief Diversity Officer Rosa Rodriguez for her role in resolving the scheduling issue and developing this proposal. If you have any questions please call the Affirmative Action Unit at 860-541-3434.

Sincerely,

Alvin Bingham, Supervisor
Affirmative Action / Contract Compliance Unit

cc: Rosa Rodriguez, Chief Diversity Officer



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

SENT VIA EMAIL

September 23, 2014

Dr. Jack Miller, President
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050-4010

RE: 2014 Affirmative Action Plan –APPROVED

Dear Dr. Miller:

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 the Central Connecticut State University on June 30, 2014. The Commission at its regular meeting on September 10, 2014 voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-60 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING IS November 30, 2015.**

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

Failure to correct deficiencies may result in a recommendation to disapprove the plan.

For technical assistance please contact Neva Elaine Vigezzi, HRO Representative at 860-541-4706.

Sincerely,

Tanya A. Hughes
Executive Director

Attachment

C: Rosa Rodriguez, Chief Diversity Officer
Neva Elaine Vigezzi, Affirmative Action Program Analyst



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

PROPOSED AFFIRMATIVE ACTION PLAN

Central Connecticut State University
AGENCY

REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

INTRODUCTION

SECTION 46a-68-59. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-31 through 46a-68-74, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals; 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 in prior plan reviews in accordance with Section 46a-68-62(c).

This review and analysis is a comparative evaluation, section by section, and considers but is not limited to the following:

- (a) degree of procedural compliance with Regulations;
- (b) relative strengths and weaknesses of the proposed plan;
- (c) performance and effort of the agency in meeting its goals;
- (d) effectiveness of the affirmative action program in meeting its goals.

Central Connecticut State University

SECTION 46a-68-33. Policy Statement

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-34. Internal Communication

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-35. External Communication

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-36. Assignment of Responsibility

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

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Central Connecticut State University

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Central Connecticut State University

SECTION 46a-68-37. Organizational Analysis

PREVIOUS SUBMISSION:

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PRESENT SUBMISSION:

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PROPOSALS/RECOMMENDATIONS:

The "lines without progression" need to be reviewed for the next filing. All of the job titles that are at the top of the lines of progression would be a title without a line of progression.

SECTION 46a-68-38. Work Force Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-39. Availability Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

Central Connecticut State University

SECTION 46a-68-40. Utilization Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-41. Hiring/Promotion Goals and Timetables

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-42. Employment Analyses

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-43. Identification of Problem Areas

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

Central Connecticut State University

SECTION 46a-68-44. Program Goals and Timetables

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-45. Upward Mobility

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-46. Grievance Procedure

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-47. Internal Program Evaluation

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

Central Connecticut State University

SECTION 46a-68-48. Goals Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-49. Innovative Programs

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-50. Concluding Statement

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION

This section is _____ Deficient _____ Weak X In Compliance

CONCLUSION:

The proposed affirmative action plan submitted by the Central Connecticut State University for the filing date of June 30, 2014 has been voted Approved.

Central Connecticut State University

SECTION 46a-68-44. Program Goals and Timetables

PREVIOUS SUBMISSION:

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PRESENT SUBMISSION:

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CONCLUSION:

The proposed affirmative action plan submitted by the Central Connecticut State University for the filing date of June 30, 2014 has been voted Approved.

Policy: Section III 46A-68-78

Central Connecticut State University's policies listed below are posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/diversity/>. During this reporting period, the Affirmative Action/ Equal Employment Opportunity Policy Statement, the CCSU Nondiscrimination in Employment and Education and the BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy policies were available on the university web site or were distributed via e-mail to all employees who are on the network, which is approximately 90% of the workforce. Hard copies were distributed to the remainder of the workforce who do not have access to e-mail.

1. Affirmative Action/Equal Employment Opportunity
2. Nondiscrimination in Employment and Education
3. BOR/CSSU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
4. Policy Regarding Persons with Disabilities
5. Discrimination Complaint Procedure (See **Section XIV-Discrimination Complaint Process**)



Affirmative Action/Equal Employment Opportunity Policy Statement

It is the intellectual and moral responsibility, but more importantly, the policy of the leadership of Central Connecticut State University (CCSU) to advance social justice and equity by exercising affirmative action to remove all discriminatory barriers to equal employment opportunity and upward mobility. Accordingly, the University, through this plan of affirmative action, will, with conviction and effort, undertake positively to overcome the present effects 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 (including persons with disabilities) found to be underutilized in the workforce or adversely affected by system policies or practices.

Thus, CCSU will consistently review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have an illegal discriminatory impact are identified and eliminated. The University will explore alternative approaches if any personnel practice is found to have a negative impact on protected classes and establish procedures for any extra efforts that may be necessary to achieve labor market parity.

Equal opportunity is employment of individuals without consideration of: age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disability or history thereof; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, sexual harassment and sexual assault; sexual orientation; criminal record (in-state employment) and genetic information unless the provisions of Sections 46a-60 (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 Sections 46a-68-31 through 46a-68-74. The University will consistently review all practices and procedures to ensure full compliance with the spirit and letter of Section 46a-68j-21 through 46a-68j-43 of the Administrative Regulations of State Agencies regarding Contract Compliance.

Attached hereto and incorporated herein, are listed federal and state constitutional provisions, laws, regulations, guidelines and executive orders prohibiting or outlawing discrimination and identifying classes of persons protected based on above listed categories.

The role of affirmative action in each step of the employment process with regard to employment applications, job qualifications, job specifications, recruitment practices, hiring, promoting, compensation, personnel policies, job structuring, orientation training, counseling, discrimination complaint process, evaluation, layoffs and termination, or other terms or conditions of employment, is detailed in the following pages and incorporated by reference herein. Clearly affirmative action and equal employment opportunity are immediate and necessary agency objectives for Central Connecticut State University. Additionally, we shall administer all terms, conditions and benefits of employment in an equitable manner. We also recognize the continued under-representation of persons with disabilities and older persons in the workplace, and will pursue and implement measures to overcome the present effects of past discrimination, if any to achieve the full and fair utilization of such persons in the workforce.

This policy of non-discrimination will not be limited to employment practices but will extend, as well, to services and programs provided by the University. It is the policy of Central Connecticut State University that unlawful discrimination be prohibited. Consequently, it shall be a violation of University policy for any member of the University community to discriminate against any individual with respect to any terms, conditions, or privileges relating to employment (including interns) or attendance at the University based on protected class status. Annually, members of the University community will be notified of the Nondiscrimination in Education and Employment policy and about their rights to file an internal and/or external complaint.

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.

The Affirmative Action Officer responsible for overseeing affirmative action and equal employment opportunity is Rosa Rodriguez, Chief Diversity Officer, at Central Connecticut State University, Office of Diversity and Equity, Davidson Hall, Room 102, 1615 Stanley Street, New Britain, CT 06050; Telephone Number: 860.832.0178.

John W. Miller, President

Date

Central Connecticut State University Nondiscrimination in Education and Employment Policy

Policy

Central Connecticut State University (CCSU) is committed to a policy of nondiscrimination in education and employment. No person shall be discriminated against in terms and conditions of employment, personnel practices, or access to or participation in programs, services, and activities with regard to: age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disability; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, transgender status, sexual harassment and sexual assault; sexual orientation; or any other status protected by federal or state laws. Discrimination in employment-based on genetic information is prohibited. In addition, CCSU will not refuse to hire solely because of a prior criminal conviction, unless that refusal is permitted by Connecticut law.

Harassment on the basis of any of the above protected classes is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, CCSU will give due consideration to an individual's constitutionally protected right to free speech and academic freedom.

Retaliation is illegal. No individual who opposes an allegedly discriminatory act or practice shall suffer retaliation as a result of such participation. Complaints of retaliation may be filed within a reasonable time of the alleged retaliatory act with the Chief Diversity Officer or any manager not directly involved in the alleged retaliation who will then notify the Office of Diversity and Equity.

This policy shall apply to all individuals affiliated with CCSU including, but not limited to, students, employees, applicants, agents and guests and is intended to protect the rights of concerned individuals.

Definitions

Discrimination. Discrimination is defined as conduct that is directed at an individual because of his or her protected class and subjects the individual to different treatment so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by the university or otherwise adversely affects the individual's employment or education.

Discriminatory Harassment. Discriminatory harassment is defined as verbal or physical conduct that is directed at an individual because of his or her protected class, and is sufficiently severe, persistent, or pervasive so as to have the purpose or effect of unreasonably interfering

with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or educational environment.

Retaliation. Retaliation is subjecting a person to a materially adverse action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation under this policy.

Responsibility

The responsibility for implementation of this policy is assigned to the Chief Diversity Officer, who may delegate duties as appropriate. The Office of Diversity and Equity will promptly address each complaint and make reasonable efforts to expeditiously affect a resolution. The investigation of such complaints will be managed with appropriate sensitivity.

Related policies or procedures:

- CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints
- Policy on Consensual Relationships between Employees of the Connecticut State University System
- Policy on Consensual Relationships between Employees and Students of the Connecticut State University System
- Sexual Harassment Policy
- BOR/CSSU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised: October 25, 2011

June 13, 2014: mental disorder changed to mental disability

S:\Policies\ODE Policies - Non Discrimination Policy Final June 13, 2014.docx

BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy

Central Connecticut State University Statement

Central Connecticut State University (CCSU) will not tolerate sexual misconduct against students, staff, faculty, or visitors, whether it comes in the form of intimate partner violence, sexual assault, sexual exploitation or sexual harassment, as defined in the BOR policy. In an ongoing effort to prevent sexual misconduct and intimate partner violence on the CCSU campus, the University provides education and prevention programs for the CCSU community and pursues all criminal and administrative remedies for complaints of sexual misconduct.

CCSU is a community dependent upon trust and respect for its constituent members: students, faculty, staff and those visiting or under temporary contract. As noted in CCSU's Violence Free Campus Policy, members of the University community have the right to a safe and welcoming campus environment. Acts of sexual misconduct and intimate partner violence threaten personal safety and violate the standards of conduct expected of community members.

Individuals and Entities Affected by this Policy

This policy applies to anyone on the property of Central Connecticut State University, as well as anyone present at CCSU-sponsored programs or events. This policy extends to off-campus violations of both students and employees in limited circumstances as noted below:

- Students: "Off-campus misconduct may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized student organization; or (ii) a student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the accused student poses a threat to the life, health or safety of any member of the University community or to the property of the University. "¹
- Employees: The decision of whether to investigate and discipline employees for off-campus misconduct will be made by the appropriate university administrator on a case-by-case basis in accordance with collective bargaining agreements, CSU/university policies, and state regulations.

Statement of Policy

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to insuring 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 and intimate partner violence. 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 victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone

¹ CCSU Student Code of Conduct, Part B

who violates another in such a manner is through reporting. Each and every BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. 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 and Usage

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot 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 consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent."

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.

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.

(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-70, 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 cohabiting 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 reporting victim'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.

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 reported victim 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 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 victim of a sexual misconduct or the person reported to have been the victim of sexual misconduct 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 victim 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 victims of sexual misconduct 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 the reported victim and/or other 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 reported victim of sexual misconduct 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 any disclosure or report of sexual misconduct regardless of the age of the reported victim. A disclosure is the receipt of any communication of an incident of sexual misconduct not accompanied by a request for an investigation or adjudication by the institution. A report of sexual misconduct, on the other hand, is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution. Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

Rights of Those Who Report

Those who report any type of sexual misconduct to any BOR governed college or university employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. 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.
- Those who have been the victim of sexual misconduct have 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.

Options for Changing Academic, Housing, Transportation and Working Arrangements

The colleges and universities will provide assistance to those involved in a report of sexual misconduct, including but not limited to, reasonably available options for changing academic, campus transportation, housing or working situations as well as honoring 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.

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member 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. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Right to Notify Law Enforcement & Seek Protective and Other Orders

Those who report being subjected to sexual misconduct shall be provided written information about her/his right to:

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

Employee Conduct Procedures

Employees who are reported to have engaged in sexual misconduct are subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

Student Conduct Procedures

The **Student Code of Conduct** provides the procedures for the investigation, definitions of terms, and resolution of complaints regarding student conduct, including those involving sexual misconduct, as defined herein.

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

Reported victims of sexual misconduct shall have the opportunity to request that disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual misconduct and shall use the preponderance of the evidence (more likely than not) standard in making a determination concerning the alleged sexual misconduct.

Both the reported victim of sexual misconduct and the accused student 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 student shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.

Both the reported victim and accused student 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 accused student, the violation committed, if any, and any sanction imposed upon the accused student. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The reported victim 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 accused student; however, in such cases, if a review by any reported victim is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. The reported victim and the accused student 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.

In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential.

Dissemination of this Policy

Upon adoption by the Board all CSU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website. 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.

12/5/2014 – BOR Academic & Student Affairs Committee

1/15/2015 – Board of Regents

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053
Davidson Hall, Rm. 104
860-832-1653
rosa.rodriguez@CCSU.edu

Office of Student Conduct (Complaints against students)

Christopher Dukes,
Willard Hall, Rm. 107
860-832-1667

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

Anna E. Suski-Lenczewski, Chief Human Resources Officer
Davidson Hall, Rm. 101
860-832-1756
lenczewskia@ccsu.edu

Office of Student Affairs (Complaints against students)

Dr. Laura Tordenti, Vice President for Student Affairs
Davidson Hall, Rm. 103
860-832-1605

If you want to speak with someone at CCSU

Office of Victim Advocacy and Violence Prevention

Sarah Dodd, Victim Advocacy and Violence Prevention Specialist
860-832-3795
sarahdodd@ccsu.edu

Women's Center

Jacqueline Cobbina-Boivin, Coordinator
860-832-1655
cobbina-boivin@mail.ccsu.edu

Counseling and Wellness Center (Confidential)

860-832-1945

If you want to speak with a Community Partner

Sexual Assault Crisis Services (confidential)

860-223-1787 (English)
888-568-8332 (Español)

Prudence Crandall Center for Domestic Violence (confidential)

888-774-2900 (24-hour hotline)

To report an incident to an Outside Agency

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the University's Internal Discrimination Grievance Procedure.

1. The Connecticut Commission on Human Rights & Opportunities (All)

Capitol Region
999 Asylum Avenue
Hartford, CT 06105
Tel: (860) 566-7710

Eastern Region
100 Broadway
Norwich, CT 06360
Tel: (860) 886-5703

Southwest Region
1057 Broad Street
Bridgeport, CT 06604
(203) 579-6246

West Central Region
Rowland State Government Center
55 West Main Street, Suite 210
Waterbury, CT 06702-2004
(203) 805-6530

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

2. The Equal Employment Opportunities Commission (Employees)

John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, MA 02203
Tel: 1-800-669-4000

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

3. State of Connecticut: Employee Grievance Procedure

Contact Human Resources Office or union representatives for Grievance forms and/or procedures.

4. U.S. Department of Education, Office for Civil Rights (Students)

33 Arch Street
Ninth Floor
Boston, MA 02110
Tel: (617) 289-0111
Fax: (617) 289-0150



Central Connecticut State University


**CENTRAL CONNECTICUT STATE UNIVERSITY
AMERICANS WITH DISABILITIES ACT (ADA)
POLICY STATEMENT**

Central Connecticut State University does not discriminate on the basis of disability in the administration of, or access to, its programs, services or activities. Under this policy, a person with a disability is defined as "a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having an impairment."

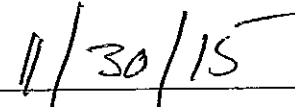
As President, I have designated the following individual to coordinate the University's compliance with the non-discrimination requirements of Section 35.1067 of the Department of Justice regulations:

Ms. Rosa Rodríguez
Office of Diversity and Equity
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

Should you wish to notify us of barriers that may exist in equal access to any program, service, or activity offered by Central Connecticut State University or to obtain information regarding the provisions of the Americans with Disabilities Act and your rights, you are encouraged to contact the ADA Coordinators listed above. If you feel that you need a reasonable accommodation as a result of your disability to allow you to perform the essential functions of your position, please follow the attached ADA procedure for requesting a reasonable accommodation.



John W. Miller
President



Date

Equal Opportunity Employer and Educator

(Feb. 2011)

PROCEDURE FOR REQUESTING REASONABLE ACCOMMODATION

UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

The Americans with Disabilities Act of 1990 requires employers to provide "reasonable accommodation" to qualified individuals with disabilities who are employees or applicants unless to do so would cause an "undue hardship." The term reasonable accommodation generally is any change in the work environment or in the way things are customarily done that enables a disabled employee to enjoy equal employment opportunities. The University must analyze each request for accommodation on a case-by-case basis and make a good faith effort to reasonably accommodate a qualified employee or applicant with a disability.

As a general rule, the individual with a disability must inform the employer that an accommodation is needed since employers are only obligated to provide reasonable accommodation of known disabilities. Under the ADA, the employer and the employee must engage in an informal interactive process to clarify what the individual needs and identify the effective reasonable accommodation. The employer may ask questions about the nature of the disability and the individual's functional limitations in order to identify an effective accommodation. Further, if the disability and/or need for an accommodation are not obvious, the employer may ask for more information, including documentation to establish that the person has a disability and that it necessitates a reasonable accommodation. At its discretion, the University may require that the documentation about the disability and the functional limitations come from an appropriate health care or rehabilitation professional.

The employer is not required to provide the reasonable accommodation that the individual requests. Rather, the employer may choose among reasonable accommodations as long as the chosen accommodation is "effective," i.e., it would remove a workplace barrier, thereby providing the individual with an opportunity to perform the essential functions of the position. The employer may choose a less expensive or burdensome accommodation among available effective reasonable accommodations.

REASONABLE ACCOMMODATION PROCESS

1. Initiation of the Request for Reasonable Accommodation

In order for the University to analyze each request for accommodation, the requesting employee or job applicant should complete the attached two forms, the "Reasonable Accommodation Request Form," and the "Health Care Provider Release Form." When deemed necessary by the University, the employee or job applicant must provide current documentation from a health care provider regarding the nature of the disability and need for accommodation.

The employee/job applicant seeking a reasonable accommodation must complete these forms and provide them directly to the University's ADA Coordinator: Rosa Rodríguez, Chief Diversity Officer, 1615 Stanley St., New Britain, CT 06050, (860) 832-0178, rosa.rodriguez@ccsu.edu.

The request for accommodation should include current documentation from a health care provider (if required by the University) that:

- States the nature of the disability in order to establish that the individual has a mental or physical impairment that substantially limits a major life activity, has a record of such impairment, or is regarded as having such impairment.
- Explains the functional limitations the employee has as a result of their disability as it relates to the job duties.
- Suggests accommodations that would remove the barriers to the employee/applicant's ability to perform the essential functions of the job.

2. Essential Job Function Analysis Conducted by the University and Determination of the Request for Reasonable Accommodation

The ADA Coordinator will contact the Department or Unit and conduct an essential job function analysis. The University retains the right to establish the essential job functions of the position for which a request for accommodation has been made.

After the above information has been received, the following steps will be taken:

- A review by a University-designated health professional may be required to substantiate that the employee has a disability and needs a reasonable accommodation.
- If appropriate, a meeting may be held with the employee, ADA Coordinator, and management/supervisory personnel from the department to discuss the employee's limitations as they relate to the essential functions of the job and to discuss various options in regard to accommodating the employee.
- The University Administration retains discretion to select an accommodation which is deemed to be effective in removing the workplace barrier that is impeding the individual with a disability giving due consideration to the preferences of the employee or applicant.

Any questions regarding this process should be directed to the University's ADA Coordinator.

[References: 42 U.S.C. §12101 *et seq.*; 29 C.F.R. § 1630.9]

Complaint Procedure

For complaints of alleged violations of the Americans with Disabilities Act, employees should refer to the CCSU internal complaint procedure established through the Office of Diversity and Equity at <http://www.ccsu.edu/AffAction/complaints.html>.

CONFIDENTIAL

REASONABLE ACCOMMODATION REQUEST FORM

To be completed by employee or job applicant requesting an accommodation. Send to:

Rosa Rodríguez, Chief Diversity Officer, Office of Diversity and Equity, Davidson Hall, Room 102, 1615 Stanley Street, New Britain, CT 06050.

This form must be used by University employees and/or applicants for employment who believe they have a disability and wish to request a reasonable accommodation under the Americans with Disabilities Act (ADA) or other applicable State and Federal civil rights laws. By considering this request, the University does not consider or regard the person making the request as having a disability as defined by the ADA, the Connecticut Fair Employment Practices Act, or any other applicable law.

The purpose of this form is to assist the University in determining whether, or to what extent, a reasonable accommodation is appropriate for an employee or applicant for employment. This form must be maintained separately from the employee's personnel file and is a **confidential** document.

Fill out all sections that apply to you.

Name: _____ Date of Request _____

Job Title/Classification: _____ Phone #: _____

Supervisor's Name: _____ Phone #: _____

Department/Unit: _____

If job applicant, for what position are you applying? _____

1. Identify the physical and/or mental impairment(s) for which you are requesting an accommodation and expected prognosis/duration of the impairment(s).
2. Explain how the impairment(s) listed in #1 affects your ability to perform the essential function(s) of the job/job applying for.
3. List the accommodation(s) you are requesting.

4. Medical verification of impairment from my physician or health care provider (check the appropriate box):

I have enclosed the documentation for this request.

The disability and the need for reasonable accommodation is obvious and no medical documentation is needed. Explain:

I, _____, give Central Connecticut State University permission to explore coverage and reasonable accommodations under the Americans with Disabilities Act of 1990, and all applicable State and Federal laws. I understand that all information obtained during this process will be maintained and used in accordance with the ADA, including its confidentiality requirements.

Signature of Requestor

Date

To Be Completed By the ADA Coordinator

Accommodation Request is: Approved ___ Denied ___ Modified ___ (Explain below)

Comments:

Signature of ADA Coordinator: _____ Date: _____

Reviewed by: _____ Date: _____

HEALTH CARE PROVIDER RELEASE FORM

I, _____ employee/applicant), give Central Connecticut State University permission to contact _____ (health care provider). I understand the reason for this contact is to advise the University about my functional abilities and limitations in relation to my job functions. I understand that the University will provide _____ (health care provider) with specific information about the position, including the essential functions and specific requirements. All information obtained from employee medical examinations and inquiries will be job-related and consistent with business necessity. All information obtained will be maintained and used in accordance with the Americans with Disabilities Act of 1990 confidentiality requirements, and all other applicable State and Federal laws.

Employee/Applicant Signature

Date

CONFIDENTIAL

REASONABLE ACCOMMODATION REQUEST FORM

To be completed by employee or job applicant requesting an accommodation. Send to:

Rosa Rodríguez, Chief Diversity Officer, Office of Diversity and Equity, Davidson Hall, Room 102, 1615 Stanley Street, New Britain, CT 06050

This form must be used by University employees and/or applicants for employment who believe they have a disability and wish to request a reasonable accommodation under the Americans with Disabilities Act (ADA) or other applicable State and Federal civil rights laws. By considering this request, the University does not consider or regard the person making the request as having a disability as defined by the ADA, the Connecticut Fair Employment Practices Act, or any other applicable law.

The purpose of this form is to assist the University in determining whether, or to what extent, a reasonable accommodation is appropriate for an employee or applicant for employment. This form must be maintained separately from the employee's personnel file and is a confidential document.

Fill out all sections that apply to you.

Name: _____ Date of Request _____

Job Title/Classification: _____ Phone #: _____

Supervisor's Name: _____ Phone #: _____

Department/Unit: _____

If job applicant, for what position are you applying? _____

1. Identify the physical and/or mental impairment(s) for which you are requesting an accommodation and expected prognosis/duration of the impairment(s).
2. Explain how the impairment(s) listed in #1 affects your ability to perform the essential function(s) of the job/job applying for.
3. List the accommodation(s) you are requesting.

4. Medical verification of impairment from my physician or health care provider (check the appropriate box):

I have enclosed the documentation for this request.

The disability and the need for reasonable accommodation is obvious and no medical documentation is needed. Explain:

I, _____, give Central Connecticut State University permission to explore coverage and reasonable accommodations under the Americans with Disabilities Act of 1990, and all applicable State and Federal laws. I understand that all information obtained during this process will be maintained and used in accordance with the ADA, including its confidentiality requirements.

Signature of Requestor

Date

To Be Completed By the ADA Coordinator

Accommodation Request is: Approved ___ Denied ___ Modified ___ (Explain below)

Comments:

Signature of ADA Coordinator: _____ Date: _____

Reviewed by: _____ Date: _____

FEDERAL AND STATE ANTI-DISCRIMINATION LAWS

CONNECTICUT

CONSTITUTIONAL PROVISIONS

SUBJECT

Article First, Section 1	Equality of Rights
Article First, Section 3	Right of Religious Liberty
Article First, Section 20, as amended by Article V and Article XXI of the Amendments to the Connecticut Constitution	Equal Protection under the law for all persons; nondiscrimination in exercise of civil and political rights on the basis of religion, race, color, ancestry, national origin and sex or physical and mental disability.

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 2-120	Establishment of Latino and Puerto Rican Affairs Commission.
C.G.S. Section 2-121	Establishment of African Affairs Commission.
C.G.S. Section 4-61t	Committee on Career Entry and Mobility established re: needs of persons with disabilities
C.G.S. Section 4-61u	Upward mobility, accommodation/training of persons with disabilities
C.G.S. Section 4-61aa	Committee to encourage employment by the State of persons with disabilities
C.G.S. Section 4-61dd(b)(2)(3)	Whistleblower complaint provisions, allows state or quasi-public agency employees, or employees of large state contractors to file retaliation complaints with CHRO Chief Human Rights Referee or Attorney General.
C.G.S. Section 4-61nn	Adaptation of administration of tests to needs of persons with disabilities
C.G.S. Section 4a-2c	Diversity Training Program
C.G.S. Section 4a-59	Award of Contracts
C.G.S. Section 4a-59a	Restrictions of contract extensions
C.G.S. Section 4a-60	Affirmative Action provisions in state contracts and nondiscrimination on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation and physical disabilities (including blindness)

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 4a-60a	Nondiscrimination clauses in state contracts on the basis of sexual orientation
C.G.S. Section 4a-60g to 4a-60j	Establishment of small business and minority business set-aside program involving state contracts administered by the Department of Administrative Services
C.G.S. Section 4a-61	Requirement of procedures for the award of state contracts concerning minority business enterprises
C.G.S. Section 4a-62	Establishment of Minority Business Enterprise Review Committee
C.G.S. Section 5-195	Merit principles to be observed
C.G.S. Section 5-219	Character of examinations, qualifications for admission
C.G.S. Section 5-227	Prohibition of discrimination in state classified service because Of discriminatory employment practices (as defined in CGS Section 46a-51) and discrimination due to political affiliation.
C.G.S. Section 5-227a	Promotion by reclassification of promotion
C.G.S. Section 5-228	Promotional appointments, original appointments, hiring protected class members, sex discrimination
C.G.S. Section 5-228e	Meeting affirmative action goals in state agencies
C.G.S. Section 5-267	Officers, appointing authorities and employees to comply with law
C.G.S. Section 8-265c	Non-discrimination in housing financed by Connecticut Housing Finance Authority (CHFA) on the basis of race, creed, color, national origin, ancestry or sex; affirmative action required of contractors engaged in construction of housing financed by CHFA
C.G.S. Section 10-15c	Discrimination in public schools prohibited on the basis of race, color, sex, religion, national origin or sexual orientation.
C.G.S. Section 10-17f	Requirement of program of bilingual education in public schools where applicable.
C.G.S. Section 10-18a	Requires use in public schools of instructional materials representative of all races, ethnic origins and both sexes.
C.G.S. Section 10-153	Nondiscrimination in employment of teachers by local or regional boards of education on the basis of sex and marital status.

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 10a-10	Establishment of Office of Educational Opportunity to aid disadvantaged students and ensure workforce diversity in public institutions of higher education.
C.G.S. Section 10a-11(a)	The Board of Governors for Higher Education shall develop a strategic plan to Strategic plan to ensure racial and ethnic diversity of workforce within state system of higher education.
C.G.S. Section 17a-541, 17a-549	Prohibition against denying housing, employment, civil or legal rights on the basis of psychiatric disability or past or present history of mental disability.
C.G.S. Section 19a-581 to 19a-590	AIDS testing and medical information
C.G.S. Section 27-59	Prohibition against discrimination and segregation in armed Forces of the state on the basis of race, creed or color
C.G.S. Section 29-7m	Record and classification of crimes motivated by bigotry or bias
C.G.S. Section 31-22p	Non-discrimination in apprenticeship program training standards within state on the basis of race, color, religion, sex, age and national origin; provide training, employment and upgrading opportunities for disadvantaged workers.
C.G.S. Section 31-40	Breastfeeding in the Workplace
C.G.S. Section 31-51d	Apprenticeship programs
C.G.S. Section 31-75	Discrimination in compensation based solely on the basis of sex
C.G.S. Section 31-128i	Privacy Rights for State Employees
C.G.S. Section 32-9e through h	Set aside program for minority business enterprises
C.G.S. Section 36a-737	Prohibition against discrimination in granting of mortgage and home improvement loans for owner-occupied properties by financial institutions on the basis of geographical or neighborhood areas.
C.G.S. Section 38a-446	Prohibition against discrimination towards classes of insureds in transactions involving life insurance.
C.G.S. Section 38a-488	Discrimination in insurance prohibited
C.G.S. Section 38a-543	Age discrimination in group insurance coverage prohibited

CONNECTICUT GENERAL STATUTES **SUBJECT**

C.G.S. Section 38a-816	Prohibition against unfair insurance practices on the basis of race, color, creed, physical disability, mental retardation, blindness and genetic information.
C.G.S. Section 38a-824	Prohibition against redlining in real estate transactions.
C.G.S. Section 40a-60g	Transferring enforcement of the Set-aside program from DECD to DAS and CHRO
C.G.S. Section 46a-1	Establishment of a Permanent Commission on Women.
C.G.S. Section 46a-10	Establishment of an Office of Protection and Advocacy for persons with disabilities
C.G.S. Section 46a-27	Establishment of a commission for the advocacy of deaf and hearing impaired persons; and providing of qualified interpreter services
C.G.S. Section 46a-52	Concerning the review and dismissal of discriminatory practice complaints by CHRO
C.G.S. Section 46a-54	Concerning Diversity Training for State Employees
C.G.S. Section 46a-54(15)(a)	Sexual harassment education and training in the workplace
C.G.S. Section 46a-54(16)	Requirement that state agencies conduct diversity training for state employees
C.G.S. Section 46a-56	Broad grant of authority regarding discriminatory practices
C.G.S. Section 46a-57 (d)	Chief Human Rights Referees
C.G.S. Section 46a-58	Deprivation of rights, desecration of property, or cross burning
C.G.S. Section 46a-58(a)	Prohibition against deprivation of civil rights on the basis of religion, national origin, alienage, color, race, sex, blindness or physical disability
C.G.S. Section 46a-59(a)	Prohibition against discrimination in professional and occupational associations on the basis of race, national origin, creed, sex or color
C.G.S. Section 46a-60	Discriminatory employment practices prohibited

C.G.S. Section 46a-60 (a)(1)	Prohibition against refusal to hire or employ, to bar or discharge from employment, discriminate in compensation, or in terms, conditions or privileges of employment, or on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness) without bona fide occupational qualifications or need
C.G.S. Section 46a-60 (a)(2)	Prohibition against employment agencies' failure or refusal to properly classify or refer one on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(3)	Prohibition against discrimination regarding membership and membership rights; discrimination against members or employers or to expel from membership by labor organizations on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disorder, mental retardation, learning disability and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(4)	Prohibition against retaliation for exercising right to file or participate in the processing of a discrimination complaint; prohibition against retaliation on the basis of opposing discriminatory employment practices
C.G.S. Section 46a-60 (a)(5)	Prohibition against aiding, abetting or inciting discriminatory employment practices
C.G.S. Section 46a-60 (a)(6)	Prohibition against advertising of employment opportunities in a manner that discriminates on the basis of race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past history of mental disability, mental retardation, learning disability and physical disability (including blindness)
C.G.S. Section 46a-60 (a)(7)	Prohibition against termination of employment because of pregnancy; right of reinstatement and employment benefits; right to request temporary transfer
C.G.S. Section 46a-60 (a)(8)	Prohibition against sexual harassment in employment
C.G.S. Section 46a-60 (a)(9)	Prohibition against requiring information on familial responsibilities, pregnancy or birth control information in employment situations

C.G.S. Section 46a-60 (a)(10)	Requirement of employer to take reasonable measures to protect employee from exposure to workplace hazard pursuant to C.G.S. Section 46a-60 (a) (9)
C.G.S. Section 46a-60(a)(11)	Use of genetic information in employment decisions prohibited
C.G.S. Section 46a-64	Prohibition against discrimination and segregation in places of public accommodations on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, mental retardation, mental disability, or physical disability; requirement of full and equal access to blind, deaf or mobility impaired persons with guide dog; prohibits limiting breastfeeding
C.G.S. Section 46a-64a	Discrimination against families with children prohibited
C.G.S. Section 46a-64c	Prohibition against housing discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability
C.G.S. Section 46a-66	Prohibition against discriminatory credit practices by creditors On the basis of sex, age, race, color, religious creed, national Origin, ancestry, marital status, mental retardation, learning Disability, blindness or physical disability
C.G.S. Section 46a-68 (as amended by Public Acts 99-233 & 01-28)	State affirmative action plans; filing; monitoring report; affirmative action officers; regulations
C.G.S. Section 46a-68(a)	Each state agency shall develop and implement, in cooperation with CHRO an affirmative action plan that commits the agency to a program of affirmative action in all aspects of personnel and administration.
C.G.S. Section 46a-68(b)(2)	CHRO shall provide training and technical assistance to affirmative action officers in plan development and implementation.
C.G.S. Section 46a-68(b)(3)	CHRO and the Permanent Commission on the Status of Women shall provide training concerning state and federal discrimination laws and techniques for conducting internal investigations of discrimination complaints to persons designated by state agencies as affirmative action officers and persons designated by the Attorney General or the Attorney General's designee to represent the agency. Such training shall be provided for a minimum of ten hours during the first year of service and a minimum of five hours per year thereafter

CONNECTICUT GENERAL STATUTES **SUBJECT**

C.G.S. Section 46a-68(b)(4)	Each person designated by an agency or department board as an affirmative action officer shall (A) be responsible for mitigating any discriminatory conduct within the agency or department, (B) investigate all complaints of discrimination made against the state agency or department, (C) report all findings and recommendations upon the conclusion of an investigation to the commissioner or director of a state agency or department for proper action and (D) complete 10 hours of training by the CHRO and PCSW
C.G.S. Section 46a-68(b)(5)	No person designated by an agency or department as an affirmative action officer shall represent the agency or department before CHRO or EEOC. If a complaint of discrimination is filed with CHRO or EEOC against a state agency or department, the Attorney General or designee, of the Attorney General, other than the affirmative action officer shall represent the agency or department before CHRO and EEOC
C.G.S. Section 46a-68(c)	Requires state agencies to file affirmative action plans with CHRO. Agencies with fewer than 20 employees to file biennially.
C.G.S. Section 46a -68-75 – 114	State affirmative action plans; filing; monitoring; reporting; amended AA Regulations
C.G.S Section 46a-69	Discriminatory practices by state agencies
C.G.S. Section 46a-70 (as amended by Public Act 01-28)	Guarantee of equal employment in state agencies on the basis of race, color religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental Disability, learning disability or physical disability (including blindness)
C.G.S. Section 46a-70 (a)	Judicial Department included in guarantee of equal employment in State Agencies.
C.G.S. Section 46a-71 (as amended by Public Act 01-28)	Non-discrimination in services provided by state agencies on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness)
C.G.S. Section 46a-72 (as amended by Public Act 01-28)	Discrimination in job placement by state agencies prohibited
C.G.S. Section 46a-73 (as amended by Public Act 01-28)	Discrimination in state licensing and charter procedures prohibited

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 46a-74	State agencies not to permit discriminatory practices in professional or occupational associations, public accommodations or housing
C.G.S. Section 46a-75(a) (as amended by Public Act 01-28)	Non-discrimination in state educational, counseling, apprenticeship and on the job training programs on the basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness)
C.G.S. Section 46a-76(a) (as amended by Public Act 01-28)	Non-discrimination in allocation of state benefits on the basis of basis of race, color, religious creed, sex, marital status, age, national origin, ancestry, mental retardation, mental disability, learning disability or physical disability (including blindness)
C.G.S. Section 46a-77	Cooperation with CHRO required of all state agencies. Compliance with Americans with Disabilities Act
C.G.S. Section 46a-77(a)	All state agencies shall cooperate with CHRO in their enforcement and educational programs
C.G.S. Section 46a-77(b)	All state agency shall comply with CHRO's request for information concerning practices inconsistent with the state policy against discrimination and shall consider recommendations for effectuating and implementing that policy
C.G.S. Section 46a-77(c)	Each state agency shall comply in all of its services, programs and activities with provisions of the Americans with Disabilities Act (42USC 12101) to the same extent that provides rights and protections for persons with physical or mental disabilities beyond those provided for by the laws of the state
C.G.S. Section 46a-79	Statement of encouragement for employers to hire qualified persons with criminal conviction records; re employment of criminal offenders
C.G.S. Section 46a-80	Denial of employment based on prior conviction of a crime. Dissemination of arrest record prohibited
C.G.S. Section 46a-81a to 46a-81r, inclusive	Discrimination on the basis of sexual orientation
C.G.S. Section 46a-81b	Prohibition against discrimination in professional and occupational associations on the basis of sexual orientation
C.G.S. Section 46a-81c	Prohibition against employment discrimination on the basis of sexual orientation

CONNECTICUT GENERAL STATUTES **SUBJECT**

C.G.S Section 46a-81d	Prohibition against discrimination and segregation in places of public accommodation on the basis of sexual orientation
C.G.S. Section 46a-81e	Prohibition against housing discrimination on the basis of sexual orientation
C.G.S. Section 46a-81f	Prohibition against discriminatory credit practices by creditors on the basis of sexual orientation.
C.G.S. Section 46a-81h	Requirement of equal employment in state agencies on the basis of sexual orientation. State agencies to promulgate written directives and conduct orientation and training programs.
C.G.S. Section 46a-81i	Non-discrimination in services provided by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81j	Non-discrimination in job placement activities by state agencies on the basis of sexual orientation.
C.G.S. Section 46a-81k	Non-discrimination in state licensing and charter procedures on the basis of sexual orientation.
C.G.S. Section 46a-81 l	Prohibition against state agencies allowing discriminatory practices in professional or occupational associations, public accommodations, or housing in violation of state anti-discrimination laws regarding sexual orientation.
C.G.S. Section 46a-81m	Non-discrimination in state educational, counseling, apprenticeship, and on-th-job programs on the basis of sexual orientation.
C.G.S. Section 46a-81n	Non-discrimination in allocation of state benefits on the basis of sexual orientation.
C.G.S. Section 46a-82	Discrimination Complaint Filing Procedure
C.G.S. Section 46a-83	Complaint Procedure of CHRO
C.G.S. Section 46a-83a	Right of appeal by complainant. Reconsideration requests by CHRO
C.G.S. Section 46-83b	Alternative Dispute Resolution/ available to address discriminatory practice complains field with CHRO; CHRO can promulgate procedural regulations for ADR.
C.G.S. Section 46a-94a (c)	Concerning the reopening of matters by CHRO.
C.G.S. Section 47-59a	Recognition of equal rights & privileges for resident Indians of State tribes.

CONNECTICUT GENERAL STATUTES

SUBJECT

C.G.S. Section 47-59b (a)	Establishment of Indian Affairs Council to oversee rights of Indians of State tribes.
C.G.S. Section 51-279d	Hate Crimes Advisory Committee
C.G.S. Section 53-37	Fine imposed for ridicule on account of race, creed or color, denomination, nationality or race prohibited.
C.G.S. Section 53-37a	Deprivation of a person's civil rights by a person wearing a mark or hood
C.G.S. Section 53-37b	Deprivation of a person's equal rights and privileges by force or threat
C.G.S. Section 53-40a	Persistent offenders of crimes involving bigotry and bias
C.G.S. Section 53a-181b	Intimidation based on bigotry and bias
C.G.S. Section 54-1m(f)(6)	Municipal and state police prohibited from stopping, detaining or searching a person solely on basis of race, color, ethnicity, age, gender or sexual orientation; African-American Affairs Commission authorized to review reports and make recommendations.

GUIDELINES

Guidelines prepared by the Committee on Upward Mobility

SUBJECT

Upward Mobility Guidelines established in 1978

PUBLIC ACTS

Public Act 03-151

An Act Concerning Affirmative Action Officers

Public Act 07-62

An Act Concerning the Deprivation of Rights on Account Of Sexual Orientation

Public Act 07-142

An Act Concerning Procedures for the Hearing of Complaints Against State Contractors and Subcontractors by the Commission on Human Rights and Opportunities and Documentation of Nondiscrimination Policies Adopted by State Contractors

Public Act 07-181

An Act Concerning the Investigation of a Discrimination Complaint Against or By An Agency Head or State Commission or Board

Public Act 07-245

An Act Concerning Family and Medical Leave for Municipal Employees and the Applicability of Certain Statutory Provisions to Civil Union Status.

PUBLIC ACTS

SUBJECT

Public Act 08-4	Allows permanent full-time state employees and quasi-public agency employees, who are blind or physically disabled, to use up to 15 days of accumulated paid sick leave to take guide dog or assistance dog training.
Public Act 08-45	Prohibits the state from claiming or applying a lien against any money received as a settlement or award in a public accommodation discrimination case by people who have been supported wholly or in part by the state in a humane institution.
Public Act 08-49	Makes it a violation of the Connecticut General Statutes Section 46a-58 to place a noose or simulation thereof on public property or on private property without the consent of the owner with the intent to intimidate or harass.
Public Act 08-166	Establishes a 13 member Asian Pacific American Affairs Commission within the Legislative Department.
Public Act 09-13	An Act Implementing the Guarantee of Equal Protection under the Constitution of the State for same sex couples
Public Act 09-33	An Act Concerning Confidentiality of certain employer data
Public Act 09-44	An Act Concerning Claims against the State of Connecticut
Public Act 09-55	An Act Concerning the Office of Protection and Advocacy for Persons with Disabilities
Public Act 09-70	An Act Concerning updates to the Family and Medical Leave Act
Public Act 09-145	An Act Concerning Technical Changes to the Statutes regarding Persons with Psychiatric Disabilities and Persons with Substance Use Disorders
Public Act 09-158	An Act Concerning certain state contracting nondiscrimination requirements
Public Act 09-191	An Act Concerning penalties for violations of certain personnel files, statutes and equal pay for equal work
Public Act 09-208	An Act making a number of changes regarding consumer credit licensees.
Public Act 11-55	An Act to prohibit discrimination in various contexts on the basis of gender identity and expression.
Public Act 14-11	An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus

REGULATIONS

SUBJECT

Sections 4-66-1 to 4-66-7, inclusive	Employment and training opportunities for women in Connecticut's work force
Sections 4a-52-1 to 4a-52-22, inclusive	State purchasing procedures
Sections 19a-586-1 to 19a-586-3, inclusive	Informed consent for and HIV-related testing
Sections 27-1021(d)-72 to 27-1021(d)-74, inclusive	Discrimination and sexual harassment of veterans prohibited
Sections 31-51d-1 to 31-51d-12, inclusive	Work training standards for apprenticeship and training programs
Sections 32-9f-1 to 32-9f-3a, inclusive	Small contractor's set-aside program
Sections 32-9f-4a to 32-9f-10a, inclusive	Minority contractor loans
Sections 46a-54-1 to 46a-54-152	Description of Organizations, Rules of Practices and Personal Data
Sections 46a-54-200 to 46a-54-207, inclusive	Sexual Harassment posting and training requirements
Sections 46a-54-1a – 46a-54-103a	Complaint processing and contested case proceedings Regulations
Sections 46a-68-1 to 46a-68-17, inclusive	Apprenticeship regulations
Sections 46a-68-31 to 46a-74, inclusive	Affirmative action by state government
Sections 46a-68j-21 to 46a-68j-43, Inclusive, Sections 46a-68k –1 to 46a-68k-8, Section 46a-54d-1 to 46a-54(d) 7	Contract compliance regulations re nondiscrimination in state contracts
Sections 46a-68-1 – 46a-68-17	Apprenticeship Programs
Sections 46a- 68-32 – 46a-68-74	Agency Affirmative Action Plan Regulations
Sections 46a-68j-21 – 46a-68j43 Sections 46a-68k-1 through 46a68k-8 Sections 46a-56(d)-1 – 46a- 56(d) – 7	Contract Compliance Regulations
Sections 4-61dd-1 through 4-61dd-21	Rules of practice for contested case proceedings under the Whistleblower Protection Act

EXECUTIVE ORDERS

SUBJECT

Executive Order No. 3,
Governor Thomas J. Meskill

Requirement that State Contractors file compliance reports with
the Commissioner of Labor on their equal employment
opportunity practices

Executive Order No. 9,
Governor William A. O'Neill

Affirmative action

Executive Order No. 10,
Governor William A. Weicker

Governor's Council for Latino and Puerto Rican Affairs

Executive Order No. 11,
Governor Ella T. Grasso

Equal employment opportunity and affirmative action

Executive Order No. 12,
Governor Ella T. Grasso

Governor's Council on opportunities for the Spanish speaking

Executive Order No. 16,
Governor John G. Rowland

Violence in the Workplace

Executive Order No. 18,
Governor Thomas J. Meskill

Affirmative action

UNITED STATES

CONSTITUTION

First Amendment

Freedom of speech

Thirteenth Amendment

Prohibits slavery and involuntary servitude

Fourteenth Amendment

Equal protection

Fifteenth Amendment

Prohibits denying voting rights on the basis of race and color

Nineteenth Amendment

Abolishment of voting restrictions on the basis of sex

FEDERAL LAWS

SUBJECT

15 U.S.C. Section 1691

Equal Credit Opportunity Act, prohibiting discrimination by
creditors on the basis of race, color, religion, national origin,
sex, marital status, age, or as a result of income derived from
public assistance.

20 U.S.C. Section 1092 (f)

Clery Act requires all colleges and universities that participate in
federal financial aid programs to keep and disclose information
about crime on and near their respective campuses.

FEDERAL LAWS

SUBJECT

20 U.S.C. Section 1681 (a)	Title IX of the Education Amendments of 1972, prohibiting discrimination on the basis of sex, in federally funded educational services and programs.
29 U.S.C. Section 206 (d) <u>et seq.</u>	Equal Pay Act of 1963, prohibiting discrimination in wages on the basis of sex.
29 U.S.C. Section 501, <u>et seq.</u>	Rehabilitation Act of 1973, as amended, requiring affirmative action and prohibiting discrimination in the federal sector and federally funded activities and programs on the basis of disability.
29 U.S.C. Section 621 <u>et seq.</u>	Age Discrimination in Employment Act of 1973
29 U.S.C. Section 701 <u>et seq.</u>	Vocational Rehabilitation Act of 1973
29 U.S.C. Section 795 <u>et seq.</u>	Employment Opportunities for Handicapped Individuals Act
29 U.S.C. Section 2501 <u>et seq.</u>	Women in Apprenticeship and Non Traditional Occupations
29 U.S.C. Section 3001 <u>et seq.</u>	Assistive Technology for Individuals with Disabilities
31 U.S.C. Section 1221 <u>et seq.</u>	State and Local Fiscal Assistance Act of 1972
41 U.S.C. Section 701 <u>et seq.</u>	Drug-Free Workplace Act of 1988
42 U.S.C. Section 1981 <u>et seq.</u>	Equal rights under law
42 U.S.C Section 1981 A, <u>et seq.</u>	Civil Rights Act of 1991, providing additional coverage and remedies under several federal anti-discrimination laws, involving age, disability, race, color, national origin, sex, and religious discrimination, specifically provides for damages in cases of intentional discrimination in employment.
42 U.S.C. Section 1982	Property rights
42 U.S.C. Section 1983	Civil action for deprivation of rights
42 U.S.C. Section 2000a	Prohibition against discrimination or segregation in places of public accommodation
42 U.S.C. Section 2000d <u>et seq.</u>	Title VI of the Civil Rights Act of 1964, prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on grounds of race, color, or national origin.
42 U.S.C. Section 2000e <u>et seq.</u>	Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination on the basis of race, color, religion, national origin and sex.

FEDERAL LAWS

SUBJECT

42 U.S.C. Section 3601 et seq.

Title VIII of the Civil Rights Act of 1968, as amended, prohibiting discriminatory housing on the basis of race, color, religion, sex, national origin, disability and familial status, specifically provides for fair housing throughout the United States.

42 U.S.C. Section 6101 et seq.

Age Discrimination Act of 1975

42 U.S.C. Section 12101 et seq.

Americans with Disabilities Act (ADA) of 1990, prohibiting discrimination on the basis of disability in employment, public accommodations, public services and telecommunications.

PUBLIC LAWS

PL 101-336

SUBJECT

Americans with Disabilities Act of 1990

FEDERAL REGULATIONS

12 CFR Part 202.1 et seq.

SUBJECT

Equal Credit Opportunity Regulations

28 CFR Part 36

Regulations on nondiscrimination towards persons with disabilities by public accommodations and commercial facilities.

28 CFR Part 35

Regulations on the basis of disability in state and local government

29 CFR Part 30

Nondiscrimination in apprenticeship

29 CFR Part 32

Handicap discrimination regulations

29 CFR Part 35

Nondiscrimination on basis of disability in state services

29 CFR 1600 through 1699

Regulations of the Equal Employment Opportunity Commission (EEOC).

29 CFR Part 1602

EEOC records and reports

29 CFR Part 1620

Equal Pay Act regulations

29 CFR Part 1627

ADEA records and reports

29 CFR Part 1630

Equal employment opportunity for individuals with disabilities

31 CFR Part 51

Nondiscrimination by revenue sharing recipients

41 CFR Part 60-1

OFCCP regulations

41 CFR Part 60-741

Affirmative action regulations for handicapped workers

FEDERAL REGULATIONS

SUBJECT

29 CFR Part 1604	Sex discrimination guidelines
29 CFR Part 1605	Religious discrimination guidelines
29 CFR Part 1606	National origin guidelines
29 CFR Part 1607	Uniform Guidelines on Employee Selection Procedures
29 CFR Part 1608	Affirmative action guidelines
29 CFR Part 1620	Interpretations of Equal Pay Act
29 CFR Part 1625	ADEA interpretations

EXECUTIVE ORDERS

Executive Order 10590
President Dwight D. Eisenhower

Executive Order 10652

Executive Order 10952
President John F. Kennedy

Executive Order 11063

Executive Order 11141

Executive Order 11246 and 11375
President Lyndon B. Johnson
Amended by Executive Orders 11375, 11478,
12086 and 12107

Executive Order 11478, as amended
By Executive Order 11590, Executive
Order 12106 and Executive Order 13087

Executive Order 11625

Executive Order 12067
Amended by Executive Order 12107

Executive Order 12138
Amended by Executive Order 12608
President James Carter

EXECUTIVE ORDERS

SUBJECT

Establishment of the President’s Committee on Government
Employment Policy as amended by EO10722 and supersede by
EO 11246

Establishment of Equal Opportunity Commission,
amended EO 10773, amended by EO 11051, Revoked by EO
12148.

Establishment of Equal Employment Opportunity Commission
(EEOC).

Establishment of the President’s Committee on Equal Opportunity
In Housing, amended by EO 12259, repealed in part by EO 12892.

Age discrimination

Nondiscrimination in Federal Contracts

Equal Employment Opportunity in Federal Government

Developing minority businesses

Providing for Coordination of Federal Equal Employment
Opportunity Programs

Women’s business enterprises

SUBJECT

Executive Order 12190
Continued by Executive Orders 12258,
12399, 12489, 12534, 12610

Establishment of Advisory Committee on Small and Minority
Business Ownership

Executive Order 12259

Leadership and Coordination of Fair Housing in Federal
Programs.

Executive Order 12336, as amended
by Executive Order 12355

Task force on Legal Equity

Executive Order 12432
President Ronald Reagan

Development of Minority Business Enterprise.

Executive Order 12640

Re-establishment of the President's Committee on Employment of
People with Disabilities, See also EO10555.
Environmental Justice

Executive Order 12898
President William Clinton

Executive Order 13050

Advisory board on Race

Executive Order 13078

National Task force on Employment of Adults with Disabilities

104th Congress

Public Law 104-1

An Act applying and extending rights and protections (including
those under Title VII of the Civil Rights Act of 1964, the Age
Discrimination in Employment Act of 1967, the Rehabilitation
Act of 1973, and Title 1 of the Americans with Disabilities Act of
1990) to the legislative branch of the federal government
"Congressional Accountability Act of 1995".

104th Congress

Public Law 104-76

Act to amend the Fair Housing Act to modify the exemption from
certain familial status discrimination prohibitions granted to
housing for the older persons "Housing for Older Persons Act of
1995".

Public Law 104-188

Small Business Job Protection Act of 1996.

Public Act 104-331

(same as above) applied to Executive Office of the President
"Presidential and Executive Office Accountability Act".

105th Congress

Public Law 105-114

Act amending Title 38, providing for Equal Employment
Opportunities for veterans.

105th Congress

Public Law 105-220

“Workforce Investment Act of 1998” Act to consolidate and improve employment, training, literacy and vocational rehabilitation programs in the United States;

Various programs noted, for example:

Title 1, Subtitled Section 166 – Native American Programs,

Section 167 – Migrant and seasonal worker programs,

Section 168 – Veteran’s workforce investment programs

Title IV – Rehabilitation Act Amendments of 1998

Dealing with persons with disabilities.

Public Law 105-255

An Act to establish the Commission on the Advancement of Women and Minorities in Science, Engineering and Technology Development.

106th Congress

Public Law 106-50

An Act to provide technical, financial and procurement assistance to veteran owned small businesses (“Veterans Entrepreneurship and Small Business Development Act of 1999”).

Public Law 106-205

Supporting the Day of Honor 2000 to honor and recognize the Service of minority veterans in the United States Armed Forces during World War II.

110th Congress

Public Law 110-233

An Act prohibiting discrimination on the basis of genetic Information. Genetic Information Nondiscrimination Act of 2008. (GINA)

Internal Communication: Section 46a-68-79

The affirmative action staff at Central Connecticut State University (CCSU) consists of Rosa Rodriguez, Chief Diversity Officer (CDO), Nicholas D'Agostino, Associate to the CDO, Pamela Soucy, University Assistant, and Sharon Gaddy, University Assistant. The office address for both the CDO and Associate is CCSU, Office of Diversity and Equity (ODE) 1615 Stanley St., Davidson Hall, Room 102, New Britain, CT 06050-4010. The telephone number for Ms. Rodriguez is 860.832.0178 and her e-mail address is rosa.rodriguez@ccsu.edu. The telephone number for Mr. D'Agostino's phone number is 860.832.1653 and his email address nicholas.Dagostino@ccsu.edu. All communications concerning Equal Employment Opportunity/ Affirmative Action will identify the Chief Diversity Officer by name and address.

CCSU disseminates its Equal Employment Opportunity/Affirmative Action Policy as required. The University's Affirmative Action/Equal Employment Opportunity Policy, CCSU Sexual Harassment Policy, and the Nondiscrimination in Education and Employment are distributed annually to all employees via email transmission which is globally distributed and in hard to employees without email access. The Affirmative Action/Equal Employment Opportunity Policy Statement, Nondiscrimination in Education and Employment Policy, and the BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy and CCSU's complaint procedure and timetables are also posted on the ODE's web page at <http://www.ccsu.edu/diversity/> and are accessible to applicants, employees and students.

A summary of the objectives and goals set forth in the affirmative action plan are made available to the president, all vice presidents, chief officers, deans, directors, department heads, managers, and supervisors for distribution to all of their employees. Copies of the Affirmative Action Plan are maintained in the ODE, Office of the President, and additional locations around campus, including but not limited to the University's Elihu Burritt Library and Human Resources. The final Affirmative Action Plan is made available to all employees for their review on the university's website, and the above mentioned locations. The period of review is no less than sixty (60) days (**See copy of letter specifying the period of review in Supportive Materials**).

All employees are given written notice that they may review and comment on the Affirmative Action Plan. The employees are specifically instructed to address all comments to the CDO. A file is kept on all affirmative action related internal communications and comments. Any new comments will be placed in file. The dates such statements are received will be noted. The Affirmative Action Plan will report a summary of all employee comments and agency responses in each filing. During this reporting period, no comments were received by the CDO.

Activity during this Reporting Period

The Affirmative Action Plan was made available for all employees to review and comment. Employees were notified on September 6, 2014 where copies of the Plan were located, the period of review and the dates within which they may submit comments regarding the Plan.

All Affirmative Action/Equal Employment Opportunity policy statements are reviewed annually to ensure that any changes in the law, which may have occurred, are included therein. An abridged version of the policy statements on Affirmative Action/Equal Employment Opportunity, as well as policy statements on Sexual Misconduct (including sexual harassment), and Non-discrimination for Persons with Disabilities are published in the Student Handbook, Faculty Handbook, and Faculty Guidelines on Policy and Procedures for Students with Disabilities. The Affirmative Action/Equal Employment Opportunity Policy statement is published in the Undergraduate Catalogue. In addition, the Affirmative Action/Equal Employment Opportunity policy statement, Connecticut State University System's policies on Sexual Misconduct (including sexual harassment) and Policy Regarding Persons with Disabilities, Affirmative Action/Equal Employment Opportunity, BOR Sexual Misconduct Policy, and the CCSU

Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints as well as the University's 2014-2015 hiring, promotion, and program goals can be accessed through the website at <http://www.ccsu.edu/Diversity/>.

The President's Executive Committee was informed on affirmative action recruiting, hiring, and promotional efforts, as well as updates on affirmative action and non-discrimination law. The Affirmative Action/Equal Employment Opportunity Policy Statement and the Sexual Misconduct Policy, as well as program information and progress reports are presented to the committee yearly (see attached agendas in the Supportive Materials section).

The CDO met with the deans on regular basis to discuss the policies, procedures and progress pertaining to affirmative action, in addition to their responsibility to aid in effectively implementing these policies.

The CDO provided the human resources staff, search committees and the Promotion and Tenure Committee with a periodic update of the status of hiring and promotion goal achievement, in addition to reminding these individuals of their responsibility to make every good faith effort to achieve the hiring and promotion goals when the opportunity occurs.

During the reporting period, ODE distributed more than 8000 booklets containing the nondiscrimination and anti-harassment policies, resources and complaint procedures to students, faculty and staff.

Meeting with Search Committees

The CDO or designee met with all search committees seeking to fill unclassified vacancies to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and non-discriminatory interviewing. S/he also updated the affirmative action plan forms, instructions for search committees, and the pre-employment inquiry guidelines distributed to the search committees. The ODE staff answered numerous inquiries from the search committees throughout the year related to the search procedures. In addition, the CDO met with the human resources staff to discuss the search procedures as well as answer any questions. In the unclassified search committees, Thirty (30%) percent of the search committee members were people of color (Black, Hispanic, and Asian); Fifteen (15%) percent were people of color.

New Employee Orientations

The Human Resources Office directs all new employees to the Central Connecticut State University sign up portal of the HR website. This website is dedicated to providing new employees information regarding the university including: the University Mission Statement, Statement on Affirmative Action/Equal Employment Opportunity, Sexual Harassment Policy, Health and Life Insurance, as well as personnel policies relating to compensation, attendance, and career mobility. This website is regularly updated to reflect changes in policies and procedures.

The ODE provided all new employees copies of the Affirmative Action/Equal Employment Policy Statement, Central Connecticut State University (CCSU) Sexual Harassment Policy, the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints, and the information on students with disabilities services.

The CDO presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU's Nondiscrimination in Education and Employment Policy and the BOR policy on Sexual Misconduct (including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Employee (non faculty) Orientation and copies of these policies were distributed to the new classified and unclassified employees.

The CDO also presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU's Nondiscrimination in Education and Employment Policy and the BOR policy on Sexual Misconduct (including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Faculty Orientation and copies of these policies were distributed to the newly hired faculty members.

The Office of Marketing & Communications includes articles and pictures related to the activities and accomplishments in University publications as well as in the media of underrepresented group members who are part of the University community. This office publishes articles featuring Affirmative Action/Equal Employment Opportunity and Diversity programs, reports and promotions of minority group members. Such publications include *CCSU Courier*, *Central Focus*, and *The Recorder*.

Cultural Programming and Professional Development

A variety of University Offices, academic programs, and campus organizations, including Office of Vice President and Provost, Student Affairs, Veteran Services, Office of Student Conduct, Office of Associate Vice President of Academic Affairs, School of Arts and Sciences, Office of Diversity and Equity, Center for International Education, Center for Africana Studies, Office of Victim Advocacy, Center for the Caribbean and Latin American Studies, East Asian Study Center, Ruthe Boyea Women's Center, Committee for the Concerns of Women, Latin American Association, Latin American Student Organization, Black Student Union, PRIDE, Mosaic Center Committee, African American Studies Program, LGBT Center Advisory Board, Polish Studies Program, Women's Studies Program, Italian Club, International Relations Club, and the History Department, have sponsored programs related to diversity during this reporting period. These programs included but were not limited to:

Below is a sample of jointly sponsored events by one or more of CCSU's social organizations or departments: (For a more complete list, see attachment detailing events offered during March 1, 2014 to July 31, 2015.)

- 20th Annual African Studies Conference: Arts and Resistance
- The Color of Justice
- The Syrian Refugee: A View from the Turkish Border
- Women's History Month Luncheon
- Take Back the Night March (Sexual Assault Awareness)
- Not Your Father's Hispanic's: Connecticut's Hispanic Population is Changing
- What Does Columbus Day Mean Now? (Hispanic)
- Safe Zone Training Program (LGBT Awareness)
- Red Flag Campaign Program (Title IX)
- CALAHE 30th Annual Conference, The Crisis of Latino Males: A Call for Action
- Honor Dairies: Culture is No Excuse for Abuse
- Laverne Cox: Ain't I a Woman
- Policing the Black Community
- Israel and Palestine Conference
- Fifty Year on: Brown and Proud (Hispanic)
- The HOOK UP When It's Hot and When It's Not
- Latinas and Modern Marianismo: Dismantling the Myths of Hispanic Women
- Undocumented: Jose Antonio Vargas
- Walk of No Shame March (sexual harassment awareness)
- Spark (Veterans)
- The Chinese New Year

- March for Women’s Lives
- Diversity, Respect and Inclusion Forum
- Tedx CCCSU Salon: The Man Box: Discussing Gender, Masculinity and Male Privilege
- Can Chavez's Orphans Shape A New Venezuelan Political Identity?
- Veterans Day
- My Privilege is Better than Yours: A Conversation about Race
- Languages Access, Cognitive Development and Education: Challenges Facing Children in Nicaragua
- Jackson Katz: A Lecture of American Manhood an Violence Against Women
- The Bro Code: Masculinity and the Courage to Change

See University Events 2014-2015. Attachment in supportive documents area for a more detailed report of these events including the date, description and sponsoring university department(s).

The CDO will continue to schedule Title IX (including sexual harassment) and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU’s annual filings.

Diversity and Sexual Harassment Prevention Training

Diversity Training is also periodically scheduled for the University’s managers and supervisors, including employees who supervise student workers. A copy of the materials utilized and/or distributed during the diversity training sessions is included within the “Supportive Material” subsection which follows this portion of the “Internal Communications” section.

Sexual Harassment Prevention Training is scheduled for the University’s managers and supervisors, including employees who supervise student workers. Such training is delivered by the ODE Staff and the Commission of Human Rights and Opportunities (CHRO) in conformance with the requirements of Connecticut General Statutes, Section 46a-54(15)(B). This year the university instituted a-new sexual harassment online program. Additionally the training is also offered online.

Title IX training is scheduled for all employees, including student workers and interns. This training is conducted by the Office of Diversity and Equity Staff and Sarah Dodd, CCSU’s Victim Advocate. Several times a year, the University hosts trainers from CONNSACS to participate in the training program. The in-person sessions typically are 3-hours in duration and focus on Sexual Harassment, gender discrimination, sexual assault, interpersonal violence and stalking. This training is also offered through an online program.

Training sessions were conducted as follows:

Diversity Sessions

- During this reporting period, ten (10) sessions were conducted serving 275 employees (including 19 student employees comprised of resident assistants, student workers and graduate assistants).
- At new faculty orientation Rosa Rodríguez provided information on sexual harassment, nondiscrimination, ADA, and sexual misconduct policies, and complaint procedure.

Title IX/Sexual Harassment Sessions

During this reporting period, the CDO resumed meeting the requirements of Connecticut General Statutes § 46a-54(15)(B) by providing sexual harassment training for newly hired supervisory employees. Such training is delivered by a variety of presenters and venues, such as the CCSU Office of Victim Advocacy, ODE Staff and the CHRO in conformance with the requirements of Connecticut General Statutes, Section 46a-54(15)(B). A copy of the training session outline (via PowerPoint presentation)

used during the sexual harassment training sessions is included within the “Supportive Material” subsection which follows this portion of the “Internal Communications” section.

Additionally, CCSU developed and implemented a Title IX training which includes sexual harassment, sexual violence, and stalking and intimate partner violence to the campus. In 2014, this was added as a mandatory training program for all staff and faculty and made available in various formats for students to complete.

The Residence Life Department requires that all Residence Assistants (RAs) attend a two-hour diversity training program every semester. Additionally the RAs received Title IX (sexual assault prevention) training by Sarah Dodd, CCSU’s Victim Advocate and the YWCA Sexual Assault Advocates.

The CDO will continue to schedule in-person sexual harassment and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU’s annual filings.

- Robin Fox and Cheryl Sharp from the Office of the Commission of Human Rights and Opportunities participated in a three hour session on March 11, 2015 with a total of 11 employees;
- Beginning July 1, 2012, the university began offering a two-hour online training on sexual harassment awareness and prevention. The university registers employees to complete an on-line course offered by Workplace Answers. The program does not allow the employees to complete the training in less than two hours. The course is interactive and contains many challenging and interesting real-life workplace situations. This reporting period 80 employees including student workers and faculty completed the training.
- In June 2014, Rosa Rodríguez and Nicholas D’Agostino conducted a two hour sessions to the Educational Opportunity Employees and the ConnCAPP employees (approximately 40 employees);
- In June 2015, Rosa Rodriguez and Sarah Dodd conducted a two-hour session Educational Opportunity Employees and the ConnCAPP employees (approximately 40 employees);
- Beginning in the fall 2014, CCSU rolled out its Title IX training in several formats: an online training module and in-person sessions. The in-person sessions included a 45 minute to one-hour segment on the law, policies and sexual harassment prevention. Six-hundred twenty-four (624) attended in-person training (545 faculty/staff and 79 students) and seven-hundred ninety-five (795) completed the online training module. Total trained: 1419
- ODE staff conducted 15-20 minute information sessions with 15 faculty departments (142 employees) on the BOR Sexual Misconduct Policy (including sexual harassment).
- Seven-Hundred eighty-three (783) students completed an online program through HAVEN on Title IX (including sexual harassment and sexual violence issues).

OTHER INTERNAL COMMUNICATIONS:

Campaigns, University website, Job postings including EEO statement, posters including EEO statement, Sexual Harassment Posters: In almost every building, the University’s poster regarding sexual harassment are placed in acrylic holders. Along with each poster, we place information cards for people to take with them. We continually fill these on a monthly basis. See supportive materials for copy of poster and cards.

Agostino, Nicholas (Diversity and Equity)

From: HumanResources Updates
Sent: Monday, April 20, 2015 9:10 AM
To: Academic Departments; Administrative Departments
Subject: Service Awards and Retiree Recognition Ceremony - TODAY - 1:30 pm Founders Hall

Colleagues,

Please try and join us this afternoon as we honor your colleagues at the annual Service Awards and Retiree Recognition Ceremony. The ceremony will take place in Founders Hall at 1:30 pm. Refreshments will be served after the ceremony.

Best regards,

Anna Lenczewski

Anna E. Suski-Lenczewski
Chief Human Resources Officer
Central CT State University
1615 Stanley St.
New Britain, CT 06050
Phone (860) 832-1757
Fax (860) 832-3197

Rodriguez, Rosa (Diversity and Equity)

From: Nieves, Crystal (SALD)
Sent: Friday, April 11, 2014 3:59 PM
To: Rodriguez, Rosa (Diversity and Equity); DAgostino, Nicholas (Diversity and Equity)
Subject: Upcoming Day of Silence Campaign at CCSU

Hello Rosa and Nick,

Thursday April 17th will be our Day of Silence Campaign at Central CT State University.

This year Pride and the LGBT Center are teaming up for this effort and will be running 4 days of participant recruitment leading up to the Day of Silence events on Thursday.

The purpose of this annual event is to help shed light on the impact that silence caused by anti-lgbt bullying, harassment, and homophobia has in our communities. Through this action participants and supporters challenge everyone in our community to help make this campus a safer and more welcoming place for LGBT people. On this day we also remember the voices in our LGBT community that have been permanently silenced by anti-lgbt violence and suicide.

The event at CCSU will feature up to 100 active participants observing the Day of Silence from 9:00am - 4:00pm on campus and supporters from every part of the campus community. We are also running a DoS Action table and a social media campaign throughout the day. At 4:00pm the participants and supporters will gather in Semesters for a Breaking the Silence Rally that will open with a count down and group shout-out. This will be followed by a Day of Silence information program and a participant speak-out / open mic session led by the PRIDE Student Organizers.

We are hoping that the Office of Diversity and Equity can participate in supporting the event and can join us for the Breaking the Silence Rally at 4:00pm in Semesters. We would like to extend an opportunity for your office to participate in the Rally if a representative is available that afternoon. After the shout-out we can introduce your office to welcome and thank our Day of Silence participants and speak a little bit about our university's interests in creating a welcoming environment where all students - including LGBTQ - can fully participate in the classrooms and college life.

The PRIDE students will be running most of the rally activities including some audience participation and a speak-out kicked off by students from the SGA and Pride club.

We know that many administrators and faculty will be gone or traveling for the Good Friday holiday and Easter weekend by late Thursday Afternoon. Understandably if your office is unable to attend we would be happy to put up your dept. Logo for you or set up some of your info at the event.

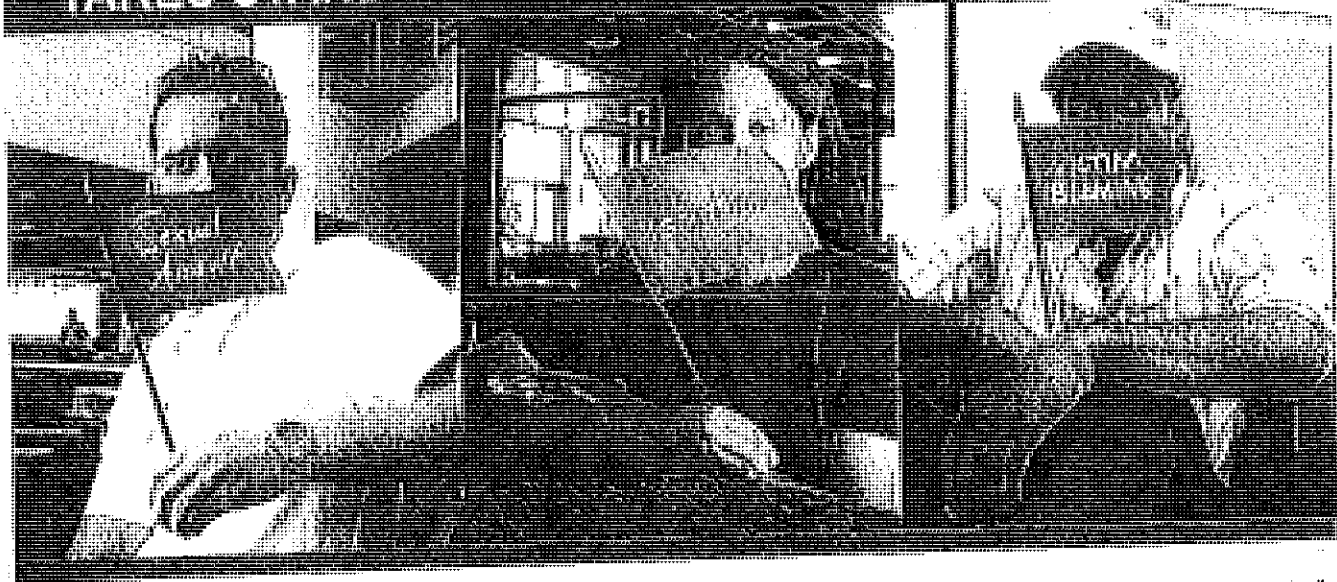
Best Wishes from all of us,

The CCSU LGBT Center & the PRIDE Club.

Crystal Nieves
University Assistant: LGBT Center
Office of Student Activities & Leadership Development
Central CT State University, Student Center 3rd Fl. Room 305.
Email: Cnieves@ccsu.edu Phone: (860) 832-2091.

Time for Students to "Say Something" THE RED FLAG CAMPAIGN

TAKES STAND AGAINST CAMPUS DATING VIOLENCE



You're sitting in the library minding your own business. In an adjacent private room, a female student is crying on the floor. Visibly angry, someone who appears to be her boyfriend is sitting on a nearby chair, muttering rude comments to her. What do you do?

Year after year millions of men and women, many of whom are college age, are subject to domestic abuse. Seeking an end to the silence, Central's Diversity and Equity Department is educating students to know the warning signs: When you see a red flag, say something!

"Most of us will not be victims, most of us will not be offenders, but all of us will be bystanders," says CCSU Chief Diversity and Title IX Officer Rosa Rodríguez, who along with Nick D'Agostino, associate in the Office of Diversity and Equity, are spearheading Central's Red Flag Campaign, a public awareness initiative designed to address and promote the prevention of dating violence on college campuses.

Scattered across campus is a series of small red flags, a subtle, yet powerful, reminder of the dating and interpersonal violence all around us right under our eyes.

In our nation, more than 1 in 3 females and 1 in 4 males have experienced physical violence, verbal abuse, and/or stalking by an intimate partner in their lifetime. Women ages 18 to 24 and 25 to 34 generally experience the highest rate of intimate partner violence.

Through the use of "bystander intervention" strategy, Central's Red Flag Campaign encourages friends and other campus community members to "say something" when they see warning signs, or "red flags," of dating violence in a friend's relationship.

"We want to bring this very important issue to the forefront," says Rodríguez. "We want to have students understand the importance."

In September, US Senator Richard Blumenthal (D-Conn) visited the campus to host a roundtable discussion on his proposed bill, "The Campus Safety and Accountability Act," designed to strengthen accountability for college campuses dealing with sexual assault.

"At my college roundtables across Connecticut, I have heard from students, staff, advocates, and law enforcement that

awareness and intervention are critical to preventing sexual assault," says Blumenthal. "In many Connecticut campuses, significant progress is being made, but we have a long way to go — in our state and nationally — to change campus culture and broaden views on sexual assault."

Blumenthal is encouraged by the recent launch of the White House's "It's On Us" public awareness campaign, similarly aimed at preventing campus sexual assault.

Since starting CCSU's Red Flag Campaign last year, the Office of Diversity and Equity have seen participation steadily grow from one lone group to now several participating University offices, including, but not limited to Athletics, Residence Life, and Student Wellness.

"We want to empower students to say: I'm going to remove my friend from this situation," says Rodríguez.

To join or learn more about CCSU's Red Flag Campaign and events, stop by the Office of Diversity and Equity, or visit ccsu.edu/diversity/redflag.

— *Sintia Arelus*

Rising to the Challenge New Office of Victim Advocacy & Violence Prevention Launches StandUPCCSU

StandUPCCSU

“We want to build a community where people are standing up for each other and looking out for each other.”

Sarah Dodd,
CCSU Victim Advocacy and Violence Prevention Specialist

Where can CCSU students turn to in the face of violence?

Responding to nationwide concerns over potential threats facing college students, Central's Office of Diversity and Equity has established the new Office of Victim Advocacy & Violence Prevention.

According to Victim Advocacy and Violence Prevention Specialist Sarah Dodd, the new office (located in Diloreto Hall) seeks to bolster violence prevention efforts, assess the effectiveness of existing programs, and help victims find the support they need.

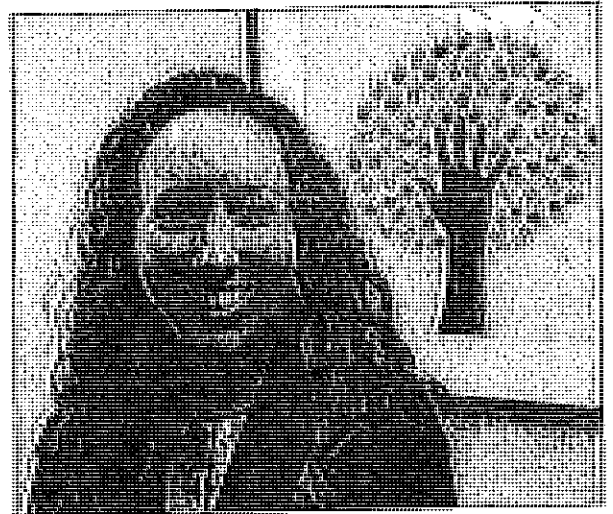
“Building awareness is really important,” says Dodd. “We really want to reinforce the changing of behaviors and social norms that lead to a culture of violence.”

To that end, Dodd's office recently launched StandUPCCSU, a bystander awareness campaign encouraging men to stand up and intercede when they come across potentially abusive or violent situations.

“StandUPCCSU teaches bystander intervention techniques to help develop skills regarding situations that lead, not just to violence, but to a hostile culture,” says Dodd.

“We want to build a community where people are standing up for each other and looking out for each other,” she says. “One of the biggest reasons why people intervene is because they feel responsible for each other, so cultivating that feeling of responsibility is very important.”

The campus-based campaign featured a series of posters, films, in-class discussions, lectures and speaking engagements, such as those by nationally renowned speakers Dr. Jackson Katz (“More Than A Few Good Men”), Dr. Tom Keith (“The Bro Code: Masculinity and the Courage to Change”), and CCSU Associate Professor of Psychological Science Jason Sikorski on the issue of hyper-masculinity.



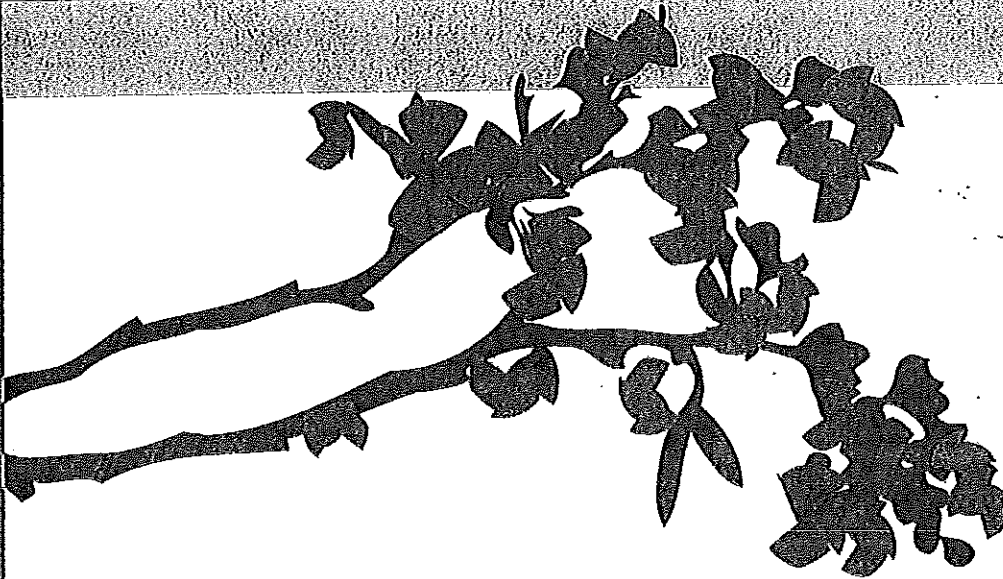
It's critical for colleges and universities to not only provide support services to victims, but to also enact educational outreach that raises awareness and skill levels in dealing with potentially harmful situations, says Rosa Rodriguez, chief diversity officer and Title IX officer with the Office of Diversity & Equity.

“We want to make sure more of the community is educated, informed, and able to challenge offensive behaviors and support survivors—sometimes we need to challenge each other,” says Rodriguez. “A person we respect or love may say something thoughtless or offensive. If we're in a safe place, we can tell them that they may want to rethink how they're saying that.”

The new Office of Victim Advocacy & Violence Prevention gives the Central community a vital hub to access information, assistance and support.

“Sarah brings a lot of experience in working with victims of sexual violence and collaborating with faculty and staff on delivering the programs,” Rodriguez says of Dodd's leadership. “She brings experience in evaluating how effectively the programming works.”

— Carol Latter



CCSU CENTER FOR TEACHING AND
FACULTY DEVELOPMENT
**SPRING
SEMESTER PROGRAMS**

TUES. MARCH 31
4:00-5:30 PM
MARCUS WHITE
LIVING ROOM

Universal Design Workshop

Co-sponsored with Student Disability Services,
featuring Dr. Helen Koulidobrova and Dr. Elizabeth
Brewer of the Department of English

FRI. APRIL 17
10:00 AM-3:00 PM
CONSTITUTION ROOM
MEMORIAL HALL

3rd Annual Faculty Day

Featuring morning presentations from select
Innovation Fund award recipients, a full sit-down
lunch, and a special celebration of the 25th annual
Excellence in Teaching Award ceremony

Details to follow... **SAVE THE DATES!**

FOR MORE INFORMATION, OR TO SUGGEST PROGRAMMING IDEAS, PLEASE CONTACT:

CTFD DIRECTOR KARA RUSSELL, RUSSELLK@CCSU.EDU

CTFD BOARD OF ADVISORS: ABIGAIL ADAMS, BARBARA CLARK, MARY COLLINS, LISA FRANK,
SHELLY JONES, PALOMA LAPUERTA, KRIS LARSEN, LORRAINE LIBBY, PAUL PETERSON, JASON
SNYDER, JOHN TULLY & TOM VASKO

2014 HISPANIC HERITAGE MONTH

CCSU Presents...

IN CELEBRATION OF HISPANIC HERITAGE MONTH,
CCSU IS HOSTING THE FOLLOWING EVENTS:



MIGUEL TRELLES: LATIN POP
5-6:30PM @ CONSTITUTION ROOM, MEMORIAL HALL
TRELLES, A PUERTO RICAN PAINTER AND PRINTMAKER IS A RESIDENT VISUAL ARTIST PROGRAMMER AT THE CLEMENTE SOTO CULTURAL AND EDUCATIONAL CENTER IN NYC.
RSVP REQUIRED - SOUCYP@CCSU.EDU



HELADO DAY
3-5PM @ STUDENT CENTER CIRCLE
SPONSORED BY THE LATIN AMERICAN STUDENT ASSOCIATION.
COME JOIN THE MUSIC AND ENJOY A DELICIOUS FRUIT POPSICLE FROM LATIN AMERICA.



LOS PLENEROS DE LA 21
FULL-ENSEMBLE CONCERT
6-7:30PM @ TORP THEATRE
LOS PLENEROS IS THE PREMIER PERFORMING ENSEMBLE OF AFRO-PUERTO RICAN RUMBA AND PLERA BASED IN THE UNITED STATES
RSVP REQUIRED - SOUCYP@CCSU.EDU



AMERICAN ACADEMY OF THE SPANISH LANGUAGE
LOGROS Y PROYECTOS (SUCCESSES AND FUTURE)
2-4PM @ PHILBRICK, STUDENT CENTER
DR. GERARDO PINA-ROSALES, PROFESSOR, WRITER, PHOTOGRAPHER, AND EDITOR, LEHMAN COLLEGE
RSVP REQUIRED - SOUCYP@CCSU.EDU



NOT YOUR FATHER'S HISPANICS:
CT POPULATION IS CHANGING
11:30AM-2PM @ BELLIN A & B
PRESENTER: ORLANDO RODRIGUEZ
RSVP REQUIRED - SOUCYP@CCSU.EDU



LALCC WELCOME BACK DINNER
6-8PM @ CONSTITUTION ROOM, MEMORIAL HALL
JOIN US FOR THE LATIN AMERICAN, LATINO, AND CARIBBEAN CENTER WELCOME BACK DINNER.
RSVP REQUIRED - A.VALANTIS@MJC.CCSU.EDU



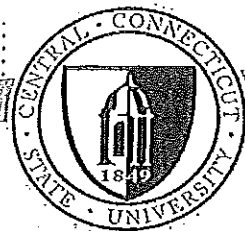
WHAT DOES COLUMBUS DAY MEAN NOW?
11AM-12:30PM @ PHILBRICK, STUDENT CENTER
DR. ROLENA ADOORO, YALE UNIVERSITY.
RSVP REQUIRED - SOUCYP@CCSU.EDU



NATIVE PEOPLES OF THE CARIBBEAN
NOON-2PM @ CT ROOM, MEMORIAL HALL
DR. LUIS FIGUEROA, TRINITY COLLEGE
RSVP REQUIRED - SOUCYP@CCSU.EDU



FIFTY YEARS ON: BROWN AND PROUD (PLAY)
TWO PERFORMANCES 10AM & 6PM
ALUMNI HALL, STUDENT CENTER
FIFTY YEARS ON - BROWN AND PROUD
EXPLORES THE SOCIAL JUSTICE ISSUES FOR LATINOS FIFTY YEARS AGO AND EXAMINES WHAT THEY HAVE BECOME TODAY



FOR MORE INFORMATION:
CALL: 860.832.1652
OFFICE OF DIVERSITY AND EQUITY
EQUAL OPPORTUNITY EMPLOYER AND EDUCATOR

SEXUAL HARASSMENT IS ILLEGAL!



Enacted by the 111th Congress, the President Proclamation and Title VII of the Civil Rights Act of 1964, and the 114th Congress, the Education Amendments of 1974, Title IX of the Education Amendments of 1972, and the 115th Congress, the Equal Employment Opportunity Act of 1972, prohibit sexual harassment in the workplace.

Sexual harassment means any unwelcome sexual advances or requests for sexual favors that are made on the basis of sex.

Examples of Sexual Harassment include:

- Unwelcome sexual advances
- Requests for sexual favors
- Unwelcome sexual comments or remarks
- Unwelcome sexual touching or physical contact
- Unwelcome sexual gestures or lewd or vulgar comments
- Unwelcome sexual propositions or promises of preferential treatment
- Unwelcome sexual advances or requests for sexual favors that are made on the basis of sex

Sexual harassment is a violation of the University's Sexual Harassment Policy and is prohibited by Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and the Equal Employment Opportunity Act of 1972.

You're Not Alone!

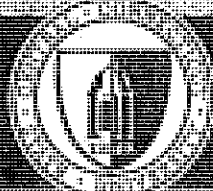
Incidents may be reported to:

Office of Diversity and Equity
 (All employees)
 Chief Diversity Officer
 Division Hall, Rm. 305
 800-832-1852

Human Resources
 (Complaints against employees)
 Division Hall, Rm. 301
 800-832-1852

Office of Student Conduct
 (Complaints against students)
 Division Hall, Rm. 307
 800-832-1852

Office of Student Affairs
 (Complaints against students)
 Division Hall, Rm. 309
 800-832-1852



Chapel Hill has a history that is proud to be a part of the University of North Carolina at Chapel Hill, which has been a part of the state since the original University was founded in 1775.

Equal Opportunity and Affirmative Action

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED.

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated

veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972, prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.


If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

* **CCSU**
Powwow
"A Home of One's Own"
Thurs., April 25

10 AM to 5 PM
 Free and Open
 To the Public





Events include
 Joseph Firecrow, Northern
 Cheyenne, Grammy nominee
 and Native American Music
 Award Winner, from 10-1:30,
 and Trudie Lamb Richmond,
 Schaghticoke, Native Storyteller
 and historian 1:30-3:00
 Vendors and non-profit
 organizations • Native food •
 Tipi on site!


Sponsored by Hist. 324: Native Americans of the West students, who made the
 Tipi; Office of Diversity; Office of Student Affairs, Mosaic Center and Community
 Central for the Mayor's Initiative to End Homelessness.




CCSU Presents...
HISPANIC HERITAGE MONTH

CELEBRATION OF HISPANIC HERITAGE MONTH
 OPENING AND CLOSING CEREMONIES


 WEDNESDAY SEPTEMBER 15	<p>MODEL THEATRE 4:00 PM 5:30 PM @ STURTON STODD MEMORIAL HALL HELD IN HONOR OF THE SEPTEMBER 15 HOLIDAY. THE PLAY IS A REPRODUCTION OF THE ORIGINAL AND IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS. THE PLAY IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS.</p>
 THURSDAY SEPTEMBER 16	<p>THE ROAD HOME 8:30 PM @ STURTON CENTER THEATRE HELD IN HONOR OF THE SEPTEMBER 15 HOLIDAY. THE PLAY IS A REPRODUCTION OF THE ORIGINAL AND IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS. THE PLAY IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS.</p>
 FRIDAY SEPTEMBER 17	<p>THE PLAYERS 6:00 PM @ STURTON CENTER THEATRE HELD IN HONOR OF THE SEPTEMBER 15 HOLIDAY. THE PLAY IS A REPRODUCTION OF THE ORIGINAL AND IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS. THE PLAY IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS.</p>
 SATURDAY SEPTEMBER 18	<p>THE PLAYERS 6:00 PM @ STURTON CENTER THEATRE HELD IN HONOR OF THE SEPTEMBER 15 HOLIDAY. THE PLAY IS A REPRODUCTION OF THE ORIGINAL AND IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS. THE PLAY IS A REPRODUCTION OF THE ORIGINAL BY THE PLAYERS.</p>


WEDNESDAY
SEPTEMBER 15


NOT YOUR FATHER'S SEPTEMBER 15
 CELEBRATION OF HISPANIC HERITAGE MONTH
 10:00 AM @ STURTON STODD MEMORIAL HALL
 HELD IN HONOR OF THE SEPTEMBER 15
 HOLIDAY. THE PLAY IS A REPRODUCTION OF THE
 ORIGINAL AND IS A REPRODUCTION OF THE ORIGINAL
 BY THE PLAYERS. THE PLAY IS A REPRODUCTION
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THURSDAY
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 OF THE ORIGINAL BY THE PLAYERS.



Take Back the NIGHT

Wednesday, April 15, 2015

Student Center, Semesters

6:30 pm

Central Connecticut State University began hosting the March in 1987 in response to a sexual assault on our campus. Since then, Take Back the Night events have soared across the nation broadening our perspective and taking on many forms. This year we plan to take action.

End Sexual Violence within Our Community

Take Back the Night has inspired women and men to confront a myriad of social issues, including but not exhausted; rape, sexual violence, domestic violence, violence against children, and violence against women. The unifying theme of human rights and social justice guarantees the right to a life free from violence, the right to autonomy, and reclamation. Take Back the Night seeks to reclaim our basic human rights.

This is an opportunity for victims, survivors and supporters to come together to share music, poetry & begin the road to healing.

SHATTER THE SILENCE

STOP THE VIOLENCE

Sponsors:
 Ruthe Boyea Women's Center
 Counseling and Wellness
 CCSU Police Department
 Office of Student Conduct
 University Health Services
 Office of Diversity and Equity

Department of Residence Life
 Committee for the Concerns on Women
 Women, Gender and Sexuality Studies
 Office of Victim Services and Victim Advocacy
 YWCA Sexual Assault Crisis Services
 Prudence Crandall Domestic Violence Program



Ruthe Boyea Women's Center Presents:

Telling Her Story

Dr. Jessica Greenebaum

THURSDAY
April 9, 2015
12:15pm - 1:15pm

Ruthe Boyea Women's Center Lounge
 Student Center Room 215

Dr. Jessica Greenebaum is a Professor of Sociology and co-director of Women, Gender, Sexuality Studies. Her research and teaching interests include Human-Animal interaction, Critical Animal Studies, Sociology of Food, Veganism, and Gender/Feminism. She regularly teaches Sociology of Gender, Animals & Society, and Culture and Politics of Food. She often teaches Feminist Theory and The Social Construction of Sexuality.

Telling HerStory provides an opportunity for CCSU female students, staff, faculty and administrators to meet once a month to share their personal and professional successes. The goal of the series is to develop a supportive community for females on campus, as well as develop mentoring relationships for new female students, staff, faculty and administrators.

For more information contact:

Jacqueline Cobbina-Boivin
 at 860-832-1655
 Cobbina-Boivin@ccsu.edu

Ruthe Boyea Women's Center



Equal Opportunity Employer/Educator
 All events are open to the CCSU community.
 This event is being held at a handicap accessible location.



Equal Opportunity Employer/Educator
 All events are open to the CCSU community.
 This event is being held at a handicap accessible location.

For more information contact:

Jacqueline Cobbina-Boivin at 860-832-1655
 Cobbina-Boivin@ccsu.edu
 Tiffany J. Barreto-Trawnsdo at 860-832-1655



Like us on Facebook!
 Ruthe Boyea Women's Center
 Student Center Room 215

TUESDAY, APRIL 15, 2014 TORP THEATER, DAVIDSON HALL
1:40 - 3:00 PM Central Connecticut State University

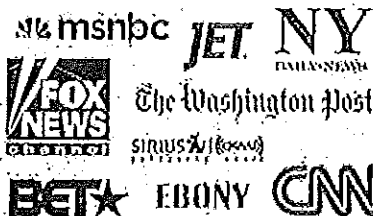
ZERLINA MAXWELL

Addressing Rape Culture: Power, Privilege and Patriarchy

Zerlina Maxwell is a political analyst and contributing writer for EBONY.com, Feministing.com, BET.com, and RHRealitycheck.org. She writes about national politics, candidates, and specific policy and culture issues including domestic violence, sexual assault, victim blaming and gender inequality. She has consulted with the United States Department of State to promote the use of social media by students in the West Bank. She has been featured in the New York Times as a political twitter voice to follow during the 2012 election season. Her writing has also appeared in The Washington Post, The New York Daily News, JET Magazine, on CNN.com and in other mainstream media outlets. She is also a weekly guest and fill in host for Make It Plain with Mark Thompson on Sirius XM Progress and democratic commentator on Fox News and MSNBC. She has a law degree from Rutgers Law School - Newark and a B.A. in International Relations from Tufts University.

For more information contact
the Ruth Boyce Women's Center
860-832-1655 Student Center 219
Equal Opportunity Employer/Educator

Sponsored by Ruth Boyce Women's Center,
Women Involved Now and Lambda Theta Alpha,
CCSU Sociology Department, Iota Phi Theta,
Community Central



Connecticut ACE WOMEN'S Network™

ACE Women in Higher Education Meeting, sponsored by CCSU and COSC.
located in the Connecticut Room at CCSU on April 7th, 2014 from 2:30-4:00pm.

Guest Speaker: Dr. Karen Ritzenhoff

"Aim Low, Keep the Flow: Scholarship, Community, & Family in Academia"
And round-table events to include topics related to our roles as women.

Please RSVP by: April 1st, 2014.

YOU
END Silence

DAY of SILENCE

Thursday, April 17th 2014 | @CCSU

Followed by a BREAKING THE SILENCE Rally

@ 4:00pm in Semesters

Take the Pledge and pick up your DoS Action kit

@ the Student Center Lobby
11th, 14th, 15th, 16th

CCSU PRIDE
The CCSU LGBT Center
The Office of Student Affairs
& The Student Government Association

www.ccsu.edu/jgh



CCSU DRAG SHOW

APRIL 3RD

10-11AM IN SEMESTERS

REFRESHMENTS PROVIDED

ALL MONEY EARNED GOES TO CHARITY

SPONSORED BY

[PRIDE]



More Than A Few Good Men

Featuring Dr. Jackson Katz

A Lecture on American Manhood and Violence Against Women

March 11, 2015, 5:30 - 7:00 PM.

Student Center, Alumni Hall

- Illustrates how the male culture, including, but not limited to, sports, military, and the workplace, contributes to patriarchal forms of gender violence
- Considers the cultural origins of masculinity and sexual violence
- Discusses both campus and non-campus violence, including sexual violence, dating violence, and intimate partner violence
- Discusses the cultural origins of violence against women and the importance of social justice

Dr. Jackson Katz is a senior research advisor at the Center for Communications Programs, Boston University. He is also a senior advisor at the Center for Communications Programs, Boston University. He is also a senior advisor at the Center for Communications Programs, Boston University. He is also a senior advisor at the Center for Communications Programs, Boston University.

LECTURE IN AN EQUAL OPPORTUNITY EDUCATION AND EMPLOYMENT

CENTRAL CONNECTICUT STATE UNIVERSITY

2015 WOMEN'S HISTORY MONTH

Highlighting the Stories of Women's Lives

Presenting the film:

THE EDUCATION OF SHELBURY KNOW



The Education of Shelby Knowles is an exceptionally timely and intimate look at the cultural, racial, and class dynamics of young women's lives. The film is a powerful and moving portrait of a young woman's journey to self-discovery and empowerment. It is a story of resilience, courage, and the power of education. The film is a must-see for anyone interested in the lives of young women and the challenges they face. It is a powerful and moving portrait of a young woman's journey to self-discovery and empowerment. It is a story of resilience, courage, and the power of education. The film is a must-see for anyone interested in the lives of young women and the challenges they face.

Screenings:

- Tuesday, 3/24/15
5:00 pm
Sprague Carleton Room,
Student Center
- Wednesday, 3/25/15
9:25 am and 12:15 pm
Philbrick Room,
Student Center
- Thursday, 3/26/15
9:25 am
Philbrick Room,
Student Center

Sponsored by:

the CCSU centers for the concerns of women
the Women, Gender, and Sexuality Studies Program
and the CCSU Ruffalo Boyer Women's Center.



This event is free and open to the public.
For more information, contact Dr. Jessica Greene at jagreen@central.edu.

2015 WOMEN'S HISTORY MONTH

Warning the Stories of Women's Lives

Presenting:

Ms. Shelby Knox



Thursday, March 26, 2015 at 12:15 pm
Constitution Room, Memorial Hall

Brown-bag luncheon - Desserts will be provided.



MARCH

FOR WOMEN'S LIVES

MONDAY

April 20, 2015

12:00 PM

on
Vance Academic Lawn



Located in front of Vance Academic Building



"We march for Women's Lives to educate the campus on issues that are relevant to women's lives today."

The mission of this march is to highlight issues such as institutional sexism and androcentrism, the wage gap and glass ceiling, the battle for reproductive rights, violence against women, the misrepresentation and objectification of women in the media, equal access to education, the LGBTQIA community, women in the STEM field, and the lack of diversity of women's leadership roles in society.

There have been countless anti-abortion bills passing through Congress and the Senate, 50 Shades of Grey romanticizing the dynamic of domestic violence and sexual abuse, the trending of #blacklivesmatter, Presidential acknowledgment of violence against women and the wage gap during a State of the Union address, and seven transgender homicides. We need to take a stand for women's lives.

Due to the inclusivity of feminism and human rights being an innately feminist issue, we are going to be having a diverse discussion.

"Calling all self-identified women"

"Calling all self-proclaimed feminists and activists"

"Calling all male allies"

BRING BANNERS, SPEAKERS, A VOICE in support

Ultimately, this march is about enlightening the community and creating awareness of women's issues and feminism.

Interested in Participating

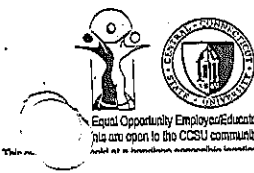
Call: 860-832-1655

Tiffany J. Bernard-Trowbridge

For more information contact:
Jacqueline Cobbina-Boivin
at 860-832-1655
Cobbina-Boivin@ccsu.edu

Rutha Boyce Women's Center,
Student Center Room 215

Featuring: Who Needs Feminism Campaign, CCW (Sponsor), WGSS (Sponsor), Prudence Crandall, CWREAL, CONNSACS, PCSW, Planned Parenthood, Ebony Revived, etc.

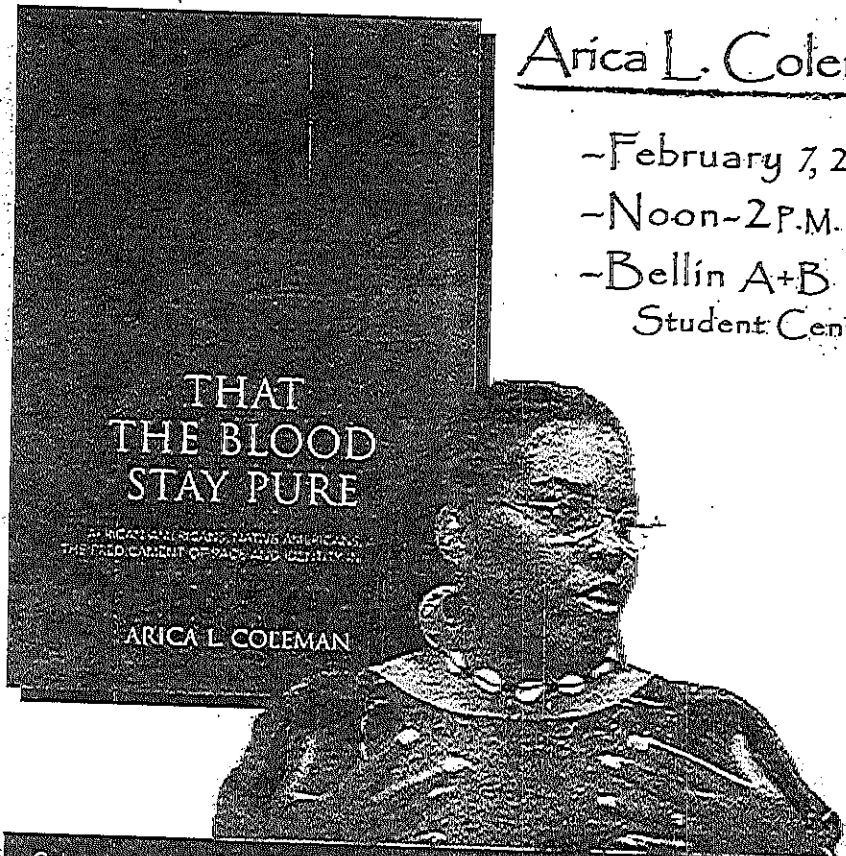


Equal Opportunity Employer/Educator
Jobs are open to the CCSU community.

That the Blood Stay Pure

Arica L. Coleman

-February 7, 2014
 -Noon-2P.M.
 -Bellin A+B
 Student Center



Coleman, Assistant Professor at the University of Delaware will present on her book, *That the Blood Stay Pure*. It traces the history and legacy of the Commonwealth of Virginia's effort to maintain racial purity and its impact on the relations between African Americans and Native Americans. This rich interdisciplinary history, which includes contemporary case studies, addresses a neglected aspect of America's long struggle with race and identity.

Please join us for this intriguing presentation and lunch. RSVP to the Office of Diversity and Equity (ODE) at 860-832-1652 or soucyp@ccsu.edu by February 4. For special dietary needs, contact the ODE as soon as possible.

Central Connecticut State University | 1615 Stanley Street | New Britain, CT

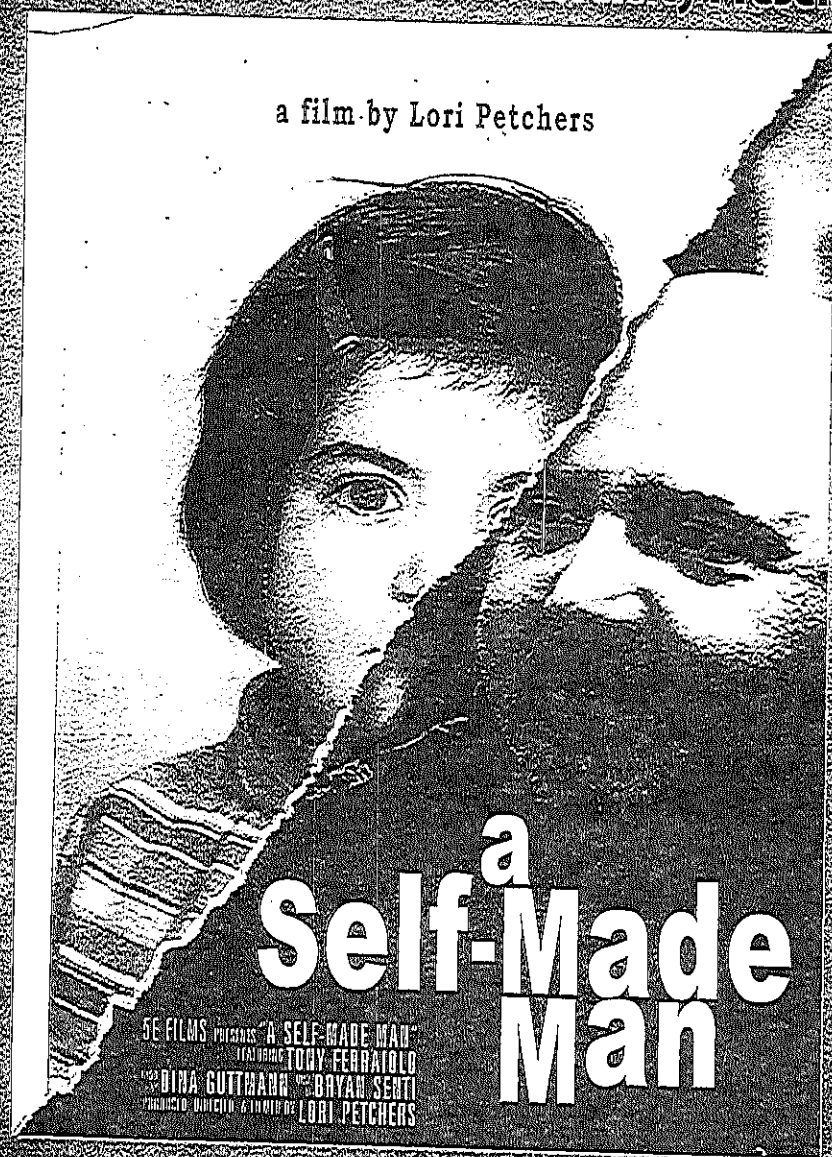
Sponsored by Office of Diversity and Equity, Committee on the Concerns of Women, Women of Color Subcommittee, and the Office of Student Affairs

CCSU is an Equal Opportunity Educator and Employer



Central Connecticut State University Presents

a film by Lori Petchers



Documentary and Talkback with Tony Ferraiolo

Wednesday November 5, 2014

10:50 AM to 12:30 PM

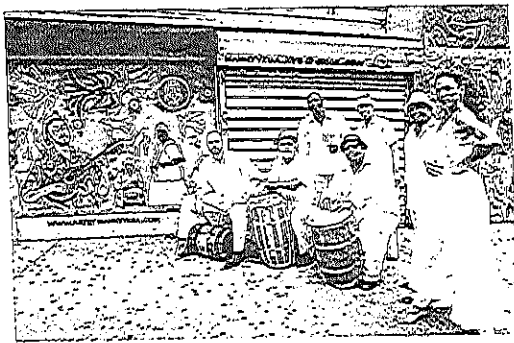
Torp Theater - Davidson Hall

RSVP by email to Soucyp@ccsu.edu or by phone 860-832-1652

USC is an Equal Opportunity Employer and Educator

Música • Danza • Cultura Afro-Caribeña • Sabor Latino

In honor of
Hispanic Heritage Month
Central Connecticut State University
presents
Los Pleneros de la 21



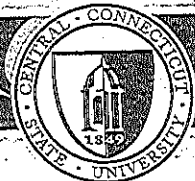
Los Pleneros de la 21 (LP21) is the premier performing ensemble of Afro-Puerto Rican Bomba and Plena. They fuse the "down home" Afro-Puerto Rican traditions with contemporary and urban sounds to showcase the versatility and complexities of the Latino experience in the US. Full ensemble performances with reeds, timbales, bass and piano accompany the traditional percussion, chants and dance troupe.

**Friday, October 10
6 – 8 PM**

CENTRAL CONNECTICUT STATE UNIVERSITY
DAVIDSON HALL, TORP THEATRE
Free and open to the Community
RSVP: 860-832-1652

CCSU is an Equal Opportunity Employer and Educator

Music • Dance • Afro-Caribbean Culture • Latin Flavor.



CCSU Transgender Day Of Remembrance

Nov. 20th, 2014

Screening & Discussion of **"Valentine Road"**
@ 5:00pm in Semesters Hall, Student Center

Aristman HBO Documentary about the controversial
life & death of Larry King, a queer & gender
non-conforming student who was murdered by
a classmate in a California middle school.

"Valentine Road"
Trailer →



Followed by:
Pride's Annual TDOR Vigil
Student Center Circle
@ 7:00 pm



Executive Committee Notes of Tuesday, May 27, 2014

Present: R. Bachoo, C. Casamento, J. Estrada, C. Lovitt, C. Magnan, C. McDavid, J. Miller, L. Pisano, R. Rodriguez, L. Tordenti

Excused: C. Galligan

Admissions Tour (J. Miller)

Per J. Estrada's suggestion, which J. Miller agrees with, Executive Committee members will take an Admission's Tour. This will be scheduled for some time this summer, during a regularly scheduled Executive Committee meeting.

Colleges' Handling of Sexual Assault (R. Rodriguez/L. Tordenti)

L. Tordenti stated that there has been a lot of increased focus on college campuses and their handling of sexual assault. Many changes have taken place as a result of UConn's mishandling of sexual assault on their campus.

R. Rodriguez distributed a spreadsheet, which she prepared, highlighting the major changes that will need to be implemented. She noted that we are already doing many of these things, because they were considered best practices. R. Rodriguez distributed a copy of the updated BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, with the new text highlighted in yellow. She briefly reviewed the information. R. Rodriguez confirmed that all CCSU literature has been updated to reflect the changes, and she will be posting the new information to our website today. Major emphasis will be placed on reporting and expanding training. R. Rodriguez noted that much of the training will be made available online.

R. Rodriguez and L. Tordenti are working together to ensure that CCSU fully complies with all the requirements. One item in particular is in regards to the membership of our Sexual Assault Resource Team. The new policy requires that we include a prosecutor, a local police officer, and a state police officer. J. Miller expressed concern about adding outside individuals, as it will affect our response time. L. Tordenti stated that the outside members will be invited to attend, as they are available.

Fall 2014 Enrollment Report (C. Lovitt)

C. Lovitt distributed information regarding enrollment for Fall 2014. Overall, we are down 1.7% in comparison to last year's numbers. C. Lovitt noted that the most surprising information is that we are up in the number of first-year confirmations. The number of transfer enrollments is slightly down, but C. Lovitt stated that he is confident it will improve.

In regards to graduate enrollment, C. Lovitt stated that we are down in all three categories. C. Lovitt noted that G. Fitzgerald is doing a great job promoting the Graduate School. To date, we have 38 applicants for the new MBA program. G. Fitzgerald will be scheduling two

MBA Open Houses, and she is following-up personally with each student who has been admitted to the Graduate School.

J. Miller noted that our allocation from the State depends on two numbers. The first number is the total full-time undergraduate enrollment, which is down 0.5%, and the second number is the total full-time graduate enrollment, which is down 3.7%. He is hopeful that we are able to stop the decline this year, and then steadily increase over the next few years. J. Miller stated that we have to focus on finding more ways to keep our students here at CCSU.

ConnSCU Summer Hours (L. Pisano)

L. Pisano recently received information from the System Office regarding our interest in offering summer hours to employees. J. Miller stated that he was under the impression that we already had a practice in place. L. Pisano stated that the System policy is very similar, in that all offices must be staffed from 8:00 a.m. to 5:00 p.m. Monday through Friday.

ACTION: Per J. Miller, L. Pisano will draft an e-mail, to be sent out to the campus, regarding this item.

CSUS 2020 Reallocation Briefing (R. Bachoo)

R. Bachoo distributed copies of a Staff Report, from a recent BOR Finance & Infrastructure Committee Meeting, highlighting changes to CSUS 2020. CCSU is the largest recipient of the 2020 program. R. Bachoo briefly discussed each of the projects, noting that all projects are approximately one year behind schedule. R. Bachoo has already asked his staff to start working to anticipate the need for parking during various stages of construction. He noted that he does not want parking to be an issue. R. Bachoo stated that the number one priority right now is the new residence hall. J. Miller noted that there will be a nice coincidence of the completion of the new residence hall and the busway. This will be very important information to communicate to our visitors, as it can be a serious selling point.

As May Arise

- J. Estrada – The CIO Steering Committee met with The Boston Consulting Group a few weeks ago, and will meet with them again today. J. Estrada is encouraged about the opportunity to attract funds for classroom improvement.

/cm
5/27/14

CENTRAL CONNECTICUT STATE UNIVERSITY
AFFIRMATIVE ACTION PLAN (2014)
EXECUTIVE SUMMARY

ANALYSIS OF GOALS FOR 2013-2014

HIRING AND PROMOTIONAL GOALS

The establishment of hiring and promotion goals was based on the Utilization Analysis of the workforce.

For this reporting period the University established seventy (75)—sixty-eight (68) short-term and seven (7) long-term hiring goals and experienced seventy five (75) hires including one (1) status change from part-time to full-time.

Hiring occurred in the occupational categories of Executive/Administrative, Faculty (Associate Professor, and Assistant Professor), Coaching, Professional Non-Faculty, Administrative Assistant, Secretary 2, and Clerical all titles, Protective Services, Custodian, Service Maintenance All titles (excluding custodians).

Since goal achievement cannot take place in categories where hiring did not occur, ten (10) goals attributable to the categories of Professor (two goals), Technical Paraprofessional (four goals) and Skilled Craft (four goals) could not be achieved. Therefore, only sixty-five (65) of the seventy five (75) established goals were identified as achievable goals. Of the seventy-five (75) hires that occurred during this reporting period, twenty (20) or twenty-seven (27%) percent of all hires, met established reachable hiring goals. Additionally, the change in the Human Resource Administrator from part-time to full-time increased the hiring goals to twenty-one (21) hires or twenty-eight (28%) percent.

Additionally, in its commitment to diversity the University hired twenty-eight (28) members of underrepresented groups that did not meet established goals:

- Three (3) diverse hires in the Associate Professor category: One (1) White female, One (1) Hispanic male, One (1) Other male
- Eleven (11) diverse hires in the Assistant Professor category: Five (5) White females; One (1) Black male; Three (3) Hispanic females and Two (2) Other males
- Three (3) diverse hires in the Coaching category: Three (3) White females
- Eight (8) diverse hires in the Professional/Non-faculty category: Four (4) White males; One (1) Black male; Three (3) Hispanic females;
- One (1) diverse hire in the Administrative Assistant category: One (1) White female;
- One (1) diverse hire in the Secretary 2 category: One (1) Hispanic female
- One (1) diverse hire in the Protective Service category: One (1) Hispanic male

In all, forty-nine (49) out of the seventy (75) hires (including Human Resources Administrator), or sixty-five (65%), were either goal candidates or candidates from historically underrepresented groups including women.

For this reporting period the university established twenty-nine (29) promotional goals and the university achieved nine (9) or the following goals:

- In the Executive/Administrative category, the university met one (1) of one (1) promotional goal: One (1) White female.
- In the Professor category, the university met four (4) of nineteen (19) promotional goals: Three (3) White females and One (1) Other males.
- In the Associate Professor category, the university met four (4) of six (6) promotional goals: One (1) Black male; One (1) Black female and Two (2) Hispanic females.

Of the thirty-one (31) promotions that occurred for this reporting period, nine (9) or twenty-nine (29%) percent met established reachable promotional goals.

For a full explanation, see Section 46a-68-48, Goals Analysis.

CONTRACT COMPLIANCE/SMALL BUSINESS SET-ASIDE ACTIVITIES

The chief diversity officer worked with the chief finance and chief administrative officers to ensure compliance with the Connecticut General Statute Section 46a-60, Contract Compliance.

In compliance with Section 46a-68-35, the University has consistently put itself on public record as being an affirmative action/equal opportunity employer.

Central Connecticut State University submitted its Small and Minority Business Set-Aside goals for fiscal year 2013-2014 to Department of Administrative Services (DAS) Business CONNECTIONS and the Commission on Human Rights and Opportunities (CHRO) in July 2013. The University received a notice October 13, 2013 which outlined its requests, the approved DAS goals, and an explanation of the course of action taken to establish the goals approved by DAS.

The University's Small Business Enterprise (SBE) and Minority Business Enterprise (MBE) goals for fiscal year 2013-2014 were \$1,025,432 and \$256,358 respectively. At the close of the third quarter of the fiscal year, the SBE expenditures totaled \$6,519,521.37 (approximately 635.78% of the established SBE set aside goal) and the MBE expenditures totaled \$1,576,657.81 (approximately 615.02% of the established MBE set aside goal) both of which exceed the goals set for the fiscal year 2013-2014.

During this reporting period, the purchasing manager continued to implement proactive measures designed to encourage SBE expenditures. These measures included reviewing the list of vendors to ensure that small businesses were properly identified as set-asides and letters were sent to companies making them aware of the set-aside program as well as encouraging them to become certified through the DAS Business CONNECTIONS. In addition, internal purchase-card (P-Card) users were encouraged to use small businesses when making purchases. Those purchases to small businesses were manually extracted from the University's P-Card expenditures.

All bidders, contractors, subcontractors and suppliers of goods to the University were notified of the University's policy that it would not do business with anyone who discriminates against protected class members.

The University sent invitation to bid notices to the DAS Business CONNECTIONS, which electronically distributes said bid notices to all minority businesses who are registered with Business CONNECTIONS. During this reporting period, invitations to bid notices were placed in the Hartford Courant, New Britain Herald, and New Haven Register, in addition to DAS Business CONNECTIONS and the CCSU Purchasing websites.

During this reporting period, the Purchasing Department maintained a web page at <http://www.finance.ccsu.edu/Purchasing/> which listed all of the University's currently available bidding opportunities. In addition, it provided links to the DAS web page, where small vendors can find information regarding state procurement opportunities, assistance for set-aside contractors interested in securing state contracts, a complete description of the Set-Aside Program, and how to become certified. The web page also included the Purchasing Policies and Procedures Manual so that potential bidders could obtain information regarding the processes, procedures, and regulations associated with the acquisition of products and services for the University.

HIRING AND PROMOTIONAL GOALS

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

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

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

An analysis of all hiring and promotional goals is distributed on a monthly basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/AffAction/>.

However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

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

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

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

Based on the Section 46a-68-40, Utilization Analysis, the University has established the following hiring and promotion goals for the period of March 1, 2014 through February 28, 2015.

HIRING GOALS:

EXECUTIVE/ADMINISTRATIVE

Short-Term	Long-Term
2 White Females	
2 Black Females	

1 Other Male
1 Other Female

FACULTY

PROFESSOR

2 White Females
1 Other Male

ASSOCIATE PROFESSOR

Short-Term	Long-Term
2 Black Females	
2 Hispanic Females	
1 Other Female	

ASSISTANT PROFESSOR

Short-Term	Long-Term
5 White Females	
1 Black Female	
2 Hispanic Males	
1 Other Female	

COACHING

Short-Term	Long-Term
4 Black Males	
1 Black Female	
1 Hispanic Female	
1 Other Male	

PROFESSIONAL/NON-FACULTY

Short-Term	Long-Term
2 White Males	
3 Black Females	
2 Other Males	
2 Other Females	2 Other Females

SECRETARIAL CLERICAL (EXCLUDING ADMINISTRATIVE ASSISTANT and SECRETARY 2)

Short-Term	Long-Term
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2 White Males
1 Black Female
2 Other Females

2 White Males

SECRETARIAL CLERICAL/ADMINISTRATIVE ASSISTANT

Short-Term Long-Term
1 Hispanic Female
1 Other Female

SECRETARIAL CLERICAL/SECRETARY 2

Short-Term Long-Term
1 White Female
1 Black Male
2 Black Females

TECHNICAL/PARAPROFESSIONAL

Short-Term Long-Term
2 White Females
1 Black Male
1 Black Female
1 Hispanic Female

PROTECTIVE SERVICES

Short-Term Long-Term
2 White Males 2 White Males
1 White Female
1 Hispanic Female
1 Other Male

SKILLED CRAFTS

Short-Term Long-Term
1 Black Male
1 Hispanic Male

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Short-Term Long-Term
1 White Female

Short-Term Long-Term
2 Black Males
1 Hispanic Male
1 Hispanic Female
1 Other Male

SERVICE MAINTENANCE/CUSTODIANS

Short-Term Long-Term
1 Black Male
2 Black Females
1 Hispanic Male
1 Other Male

PROMOTION GOALS:

EXECUTIVE/ADMINISTRATIVE

No promotional goals established.

FACULTY

PROFESSOR

11 White Females
4 Other Males

ASSOCIATE PROFESSOR

1 Black Male
1 Black Female
2 Hispanic Females
2 Other Females

ASSISTANT PROFESSOR

No promotional goals established.

Coaching

No promotional goals established.

PROFESSIONAL/NON-FACULTY

No promotional goals established.

SECRETARIAL CLERICAL (EXCLUDING ADMINISTRATIVE ASSISTANT and SECRETARY 2)

No promotional goals established.

SECRETARIAL CLERICAL/ADMINISTRATIVE ASSISTANT

No promotional goals established.

SECRETARIAL CLERICAL/SECRETARY 2

No promotional goals established.

TECHNICAL/PARAPROFESSIONAL

No promotional goals established.

PROTECTIVE SERVICES

No promotional goals established.

SKILLED CRAFTS

No promotional goals established.

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

1 White Female

SERVICE MAINTENANCE/CUSTODIANS

No promotional goals established.

PROGRAM GOALS

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons in Adverse Impact tests 1 – 6. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes.

As Program Goals for the plan year 2014-2015, in order to foster a campus climate of tolerance and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

1. Search Process

- Revise hiring manual as needed
- Continue to identify new advertising sources to maximize the applicant pool and lower the cost of advertising
- Continue to provide training to all unclassified search committees on search process, affirmative action and equal opportunity principles to ensure a thorough and complete process;
- Assist search committees with the creation of their screening such as qualification rubric, interview and reference questions

Completion Date: February 2015

Responsible Person: Chief Diversity Officer; Hiring Authorities and Chief Human Resources Officer

2. Training

- Given the new state and federal requirements related to sexual misconduct, sexual assault and intimate partner violence, CCSU will develop and implement training activities for all university employees and students to meet said requirements

- Continue to provide online sexual harassment training to all university employees including student workers
- Provide training on religious accommodations
- Provide training to faculty on student accommodations issues
- Develop a diversity and sexual harassment training data base

Completion Date: February 2015

Responsible Person: Chief Diversity Officer; Chief Human Resources Officer; Provost; Women's Center Coordinator; Vice President of Student Affairs

3. Policy Development

- Update complaint procedure to conform with new state and federal regulations
- Notify employees of the changes to the existing policies and the development of new policies

Completion Date: February 2015

Responsible Person: Chief Diversity Officer; Vice President of Student Affairs; Chief Human Resources Officer and Sexual Assault Resource Team

4. Ensure Equal Access

- Increase the number of vending machines that meet or exceed ADA standards
- Develop plan to improve the accessibility to Willard Hall
- To ensure equal opportunity, we will be setting an affirmative action program goal related to recruitment and selection of coaching positions. Going forward, all coaching positions (full-time, part-time, contractual and special appointments) will be filled through the normal CCSU competitive search processes. Recognizing the immediacy of filling these positions, we can shorten the length of time these positions are advertised. For all coaching positions, we will have a search charge meeting and will require that all AAP forms related to searches as described by the hiring manual be submitted with respective approvals. This programmatic goal was well received by the CHRO reviewer and will eliminate potential barriers in the employment process.

Completion Date: February 2015

Responsible Person: Chief Diversity Officer; Assistant Dean of Students; Vice President of Student Affairs; Chief Administrative Officer; and, Athletic Director

Executive Committee Notes of Tuesday, August 19, 2014

Present: C. Casamento, J. Estrada, C. Galligan, C. Magnan, C. McDavid, J. Miller, L. Pisano, R. Rodriguez, L. Tordenti

Excused: R. Bachoo, C. Lovitt

Sexual Misconduct Reporting: Who are responsible employees? (R. Rodriguez)

R. Rodriguez distributed the updated BOR/CSCU Sexual Misconduct, Sexual Assault, and Intimate Partner Violence Policy. She specifically discussed the mandating reporting information, noting that we have an obligation to inform our students who CCSU's "responsible employees" are. R. Rodriguez asked Executive Committee members to decide how we will define "responsible employees." A brief discussion ensued. J. Miller noted that a training session will be held at the System Office on September 17 regarding the Clery Act, and other laws and policies relevant to the issue of sexual misconduct. The training will be provided by Elert & Associates. The CSU Presidents were briefed on the training by Mindy Sitton and Joe DeLopez of Elert & Associates. J. Miller requested that R. Rodriguez obtain more information at the September 17 BOR training session, rather than attempting to define the term "responsible employees" ourselves. **ACTION:** This item will be added to the September 30th Executive Committee agenda for further discussion, following the September 17 BOR training.

2015 Legislative Request Form (J. Miller)

J. Miller distributed an e-mail from Kyle Thomas regarding 2015 Legislative Requests, as well as the Campus Legislative Request Form. **ACTION:** Executive Committee members, who have legislative requests for 2015, were asked to return their completed forms to President Miller by no later than Friday, September 5, 2014.

Enrollment (J. Miller)

J. Miller distributed the latest information regarding enrollment, and briefly reviewed the numbers. He noted that, in general, the downward trend in enrollment continues. Fortunately, this is not true for CCSU, as our enrollment data continues to move in a positive direction. J. Miller largely attributed this to the efforts made by C. Lovitt, Executive Committee, the deans, department chairs, and L. Hall. He also stated that the "turnaround" occurred because we wanted it to.

J. Miller distributed the latest Go Back to Get Ahead information. He noted that he was pleased at the numbers for CCSU, with 38 registered students to date.

As May Arise

- L. Tordenti reported that the residence halls are currently full, and oversubscribed by a few students.
- L. Tordenti distributed the "Class of 2018 Orientation Passport" and invited Executive Committee members to attend the Parent/Family Receptions on Monday and Tuesday. All CCSU staff and administrators were asked to wear "CCSU blue" to the orientation events.

- J. Estrada reported that the Residence Hall Wireless Project has been completed. He noted special thanks to R. Bachoo, S. Cintorino, and the entire Facilities staff. **ACTION:** J. Miller will send note of thanks to President Gray.

/cm

8/19/14

Executive Committee Notes of Tuesday, September 16, 2014

Present: R. Bachoo, C. Casamento, C. Galligan, C. Lovitt, C. Magnan, C. McDavid, J. Miller, L. Pisano, R. Rodriguez, L. Tordenti

Excused: J. Estrada

Biennial Budget & One-time Expenses (J. Miller/C. Casamento)

J. Miller stated that this year we are in a very good situation, financially. However, next year does not look very good. He noted that this year's success is the result of a variety of different factors, such as enrollment, the allocation we received from the System Office, and the one-time payment of \$3.2 million. The System Office is now in the process of preparing documents for the Governor's Office regarding reductions for next year. J. Miller requested that everyone review their lists of cuts, and their list of one-time requests, to ensure that they are prioritized correctly. C. Casamento noted that K. Martohue has gone through each of the one-time lists and identified the items that were not previously approved. C. Casamento will send this information to everyone via e-mail for review. **ACTION:** 1) Review your one-time list and notify C. Casamento and K. Martohue of any changes before Friday, September 26th. 2) Review list of cuts and be sure everything is prioritized correctly.

Non-resident Tuition -- MA, RI, NY, NJ (J. Miller)

J. Miller briefly discussed a proposal, which was initiated by WCSU, to offer a discount to out-of-state students from the states of MA, RI, NY, and NJ. The initial proposal was put together about a year ago, but did not go anywhere. The proposal was discussed at the September 15th Presidents' Meeting. J. Miller raised the question of how much this change will cost in existing revenue, as we will need to reduce the cost for our existing students. J. Schmotter suggested reducing the CHEFA fee to the amount that in-state students pay. J. Miller noted that after much discussion, a decision could not be made regarding the amount of the reduction. However, they will move forward with the proposal. J. Miller noted that the one clear benefit would be in regards to athletic scholarships, as we pay for them. At this time, we do not know if the proposal will be approved. However, we need to have models in place to show how the reduction could impact us. **ACTION:** C. Casamento will prepare information regarding our current enrollment of full-time students from the states of MA, RI, NY, and NJ. J. Miller stated that it was fine to include athletes, but that it was not really our focus at this time. If athletes are included, they should be separated by "paying" and "non-paying."

Smoking Policy: First Reactions (J. Miller)

J. Miller reported that he has only received two complaints regarding the new smoking policy. Both of the complaints were from students. The first complaint was in regards to the placement of the smoking shelter between the Student Center and Welte, as many students sit in that area to eat. J. Miller noted that he tends to agree with the student's concerns. He stated that we may need to think about moving this shelter further back to the Student Center Lot/Ella Grasso in the future. The second complaint was in regards to students in the residence halls routinely violating the policy by smoking in front of their buildings. R. Bachoo stated that he has only received one complaint from a faculty member who requested that all of the old signage be removed. R. Bachoo's staff has since ensured that the old signs have been removed across campus. **ACTION:** J. Miller asked L. Tordenti to follow-up regarding the complaint about the residence halls.

Go Back to Get Ahead Update (J. Miller)

J. Miller distributed the updated numbers for the Go Back To Get Ahead initiative. CCSU currently has 69 enrolled students, which breaks down to approximately 2/3 part-time students and 1/3 full-time students.

J. Miller stated that it is going to take a redoubling of our efforts to keep the enrollment moving upward. It is important to focus on getting 300 more residential students to fill the new residence hall next fall, and putting more money for scholarships in the hands of new students. He encouraged everyone to think of ways to do this. C. Casamento suggested scholarships that would be contingent upon students living on campus.

As May Arise

- L. Tordenti provided the following updates for Student Affairs:
 - The residence hall occupancy is currently 99% for all beds, and 97.3% for "paying beds."
 - The 5th Anniversary of the LGBT Center was celebrated on September 15, 2014.
 - Family Day is scheduled for Saturday, September 27th. Everyone is invited to attend.
- C. Casamento announced that the Auditors have issued a draft report, which was issued in advance of the official report. C. Casamento scheduled a meeting with the Auditors for the last week of September. L. Tordenti is already scheduled to attend a portion of the meeting to address some issues in her area. **ACTION:** Please review the issues within the audit that pertain to your area and notify C. Casamento if you would like to request time with the Auditors to discuss a specific issue.
- C. Casamento thanked everyone for their hard work, and assistance, with regards to the procurement. She is hoping to get another addendum out this week. Once the evaluators are done, and make a recommendation regarding the winner, there will most likely be some additional work that will involve the different divisions.
- C. Lovitt reported that most recent enrollment report shows that we are up 1.7% from last year.
- R. Rodriguez reminded everyone about the Hispanic Heritage Month activities, which are being advertised across campus.
- R. Rodriguez reported that Title IX Training information is being sent out. According to the new public act, Title IX Training is required on an annual basis, even if employees have attended Sexual Harassment Training in the past.
- R. Bachoo announced that the new residence hall is still on scheduled for June 2014 completion.

/cm
9/16/14

Executive Committee Notes of Tuesday, September 30, 2014

Present: R. Bachoo, C. Casamento, C. Galligan, C. Lovitt, C. Magnan, J. Miller, L. Pisano, R. Rodriguez, L. Tordenti

Excused: J. Estrada

Hosting Transform Legislative Events (J. Miller)

Jack Miller distributed the email sent to him from Kyle Thomas at the System Office. He was asking for volunteer institutions to host a legislative meeting with the local delegation about Transform 2020. After Ex-Com members had read the memo, Jack Miller asked whether or not they thought this was a good idea. Richard Bachoo said "yes" he thought it was a good idea, and any opportunity to meet further with legislators would be appreciated. All other Ex-Com members agreed.

Action: Jack Miller said he would inform Kyle that we are willing to host.

Sexual Misconduct Reporting Follow-Up to September 17th Training

Rosa Rodriguez presented a broad-based summary of items which had occurred following the September training sessions. Amongst those was the fact that all employees are considered to be reporters of sexual misconduct and sexual harassment. She particularly noted that any abuse, assault, harassment or sexual misconduct with students under the age of 18 must be reported. She went on to explain that actions which need to be reported typically have to do with those that occur on campus or at a campus event elsewhere. She also explained that training for staff and students will be provided in numerous different ways. For example, she talked about the "Bystander Training" as an example. Carl Lovitt asked who is to report the observation of abuse or misconduct with individuals under the age of 18, the observer or Rosa's office? Rosa responded that the individual is to report it, but that she is willing to help. Chris Galligan asked whether or not the IMRP "Children of Incarcerated Parents" Program would be considered a place where observation of potential misconduct would be reported, even though it is not done on campus, and it is not essentially a specific function of activity occurring with students. She said "yes."

As May Arise

- Jack Miller talked about the excellent activities that he observed as part of Parents Weekend, and thanked Laura Tordenti for all the work that Student Affairs put in on this.
- Carolyn Magnan asked about final enrollment numbers. Carl Lovitt said that enrollment was up between 1.1 and 1.4 percent, depending upon the metric.
- Lou Pisano mentioned that the Employee Satisfaction Survey would be out in about two weeks, and would be open for response for six weeks.
- Charlene Casamento talked about audit report findings and their review. She said that "late contracts" is an example of what would guarantee a comment on an audit report.
- Jack Miller reminded everyone that one-time requests would be reviewed in the very near future, and again reminded everyone that "any modification should be submitted now."

/rp
9/30/14

Executive Committee Notes of Tuesday, November 11, 2014

Present: R. Bachoo, C. Casamento, J. Estrada, C. Galligan, C. Lovitt, C. Magnan, J. Miller, L. Pisano, R. Rodriguez, L. Tordenti

Planned Network Service Outage (J. Estrada)

J. Estrada distributed a campus announcement regarding the planned outage on Friday, November 28. The announcement will be sent to the campus this afternoon, and then several times per week leading up to November 28 outage.

J. Estrada distributed a memo regarding a one-hour seminar to review the Data Management and Information Security Education and Awareness Training Standards. The training will take place on Friday, November 14 at 10:00 a.m. in DiLoreto Hall, Room 001. All Executive Committee members were encouraged to attend.

Budget for FY16 (C. Casamento)

C. Casamento noted that the dates have been confirmed for Executive Committee members to make their budget presentations to UPBC. The information will be sent out to everyone via e-mail.

C. Casamento announced that we have not received a date for the tuition and fees remittal. If there are any fee changes that we would like to propose, please contact C. Casamento and K. Martohue for assistance.

Pre-employment Background Verification Policy (R. Bachoo)

R. Bachoo announced that the Board has taken action regarding the Pre-employment Background Verification Policy. The original version of the policy has been changed, and there is now a separate policy for students only. R. Bachoo noted that he will continue to push this issue, as he is concerned about the access that some students have to keys, confidential information, etc.

As May Arise

- R. Rodriguez distributed a document created by the CT College Consortium To End Sexual Violence (CCCESV). R. Rodriguez noted that the document provides helpful information, such as State and Federal highlights, key facts about sexual violence on campus, and options for survivors.
- R. Bachoo recently took C. Casamento on a tour of the new residence hall. Everything is progressing well, and on schedule.
- C. Galligan distributed a timeline of CCSU that was recently created by Mark McLaughlin. Institutional Advancement will be distributing the timeline as part of their annual fall appeal. C. Galligan praised M. McLaughlin for his work. Please contact C. Galligan if you would like additional timelines.

Executive Committee Notes of Tuesday, December 15, 2014

Present: R. Bachoo, C. Casamento, J. Estrada, C. Galligan, C. Lovitt, C. Magnan, J. Miller, L. Pisano, R. Rodriguez, A. Suski-Lenczewski

Excused: L. Tordenti

J. Miller opened the meeting by thanking L. Pisano for his service to CCSU, and welcomed A. Suski-Lenczewski to Executive Committee.

Tuition & Fees (C. Casamento)

CCSU's proposal for tuition and fees was submitted to the System Office last Friday, December 11th. C. Casamento reported that we proposed an increase of 2% for tuition and fees, 2% for housing, and 3% for food. With the new residence hall, CCSU will have a new inventory of beds. The pricing will range from \$175 to \$400 above the current pricing for James Hall. C. Casamento briefly explained an additional part of the proposal, which was to turn in a financial projection. This projection showed us having a shortfall of approximately \$8 million. C. Casamento noted that this is just an estimate, and that the projection does not take into account the tuition "hold down" amount.

2015 Rescission (C. Casamento)

C. Casamento reported that CCSU's rescission amount was approximately \$845,000. After discussion with J. Miller, it was reported to the System Office that we will be able to absorb that amount with the increase in enrollment and by continuing cautious hiring practices. C. Casamento is not aware of any additional rescissions at this time, but will be sure to keep everyone informed. R. Bachoo expressed his gratitude to J. Miller and C. Casamento for not passing down the cuts to the divisions. J. Miller attributed the increase in enrollment to everyone's hard work. He stated that we will need to continue working to maintain the gains we have made, and to make additional gains.

Anonymous Reporting Form (R. Rodriguez)

R. Rodriguez provided a brief background regarding anonymous reporting. R. Rodriguez was working with J. Powell in 2012 to develop, and finalize, a policy and form in regards to anonymous reporting. It was her understanding that the form had been posted online. However, it recently came to her attention that the link to the form was not working. R. Rodriguez did some research into policies at our sister institutions, as well as a number of private universities. She found that although the reporting processes vary, every institution has some kind of reporting requirement. R. Bachoo, L. Tordenti, C. Magnan, G. Sneed, and R. Rodriguez met yesterday to discuss this issue, and to develop a reporting system that would include all crimes. R. Rodriguez reported that all concerns were worked out at yesterday's meeting, and there are no further points of disagreement at this time. An anonymous reporting form will be finalized soon and made available on the Campus Police website. A brief discussion ensued. J. Miller stated that he did not agree with any type of automatic reply directing people to additional resources. He stated that this will violate a person's right to privacy when filing an anonymous complaint. C. Lovitt suggested that the links for additional resources be included on the form.

Enrollment Update (C. Lovitt)

C. Lovitt distributed the most recent enrollment numbers for the spring 2015 semester. The numbers are up slightly from this time last year. He noted that the part-time graduate numbers are up, and he expects

the part-time undergraduate numbers to increase. C. Lovitt also noted that the numbers for the fall 2015 semester are up. J. Miller noted that this may be a result of the Common Application.

C. Lovitt stated that new financial aid strategies have been implemented to attract students to the new residence hall, as well as a mailing that was recently sent to over 19,000 students regarding housing.

As May Arise

- J. Estrada reported that registration was, again, free of any technical problems.
- R. Rodriguez announced that the hiring process for the Sexual Assault Prevention Specialist has been completed, and the individual will start in January. R. Rodriguez thanked R. Bachoo and his staff for their work on the office in DiLoreto Hall.
- R. Bachoo announced that a tour of the new residence hall is scheduled to take place tomorrow, and the dining hall project is going out for bidding.
- R. Rodriguez asked for an update on the proposal regarding non-resident costs. J. Miller reported that the proposal was discussed at yesterday's Council of Presidents' meeting, and is projected to go the Board in January. G. Gray will be deciding which Board committee to send it through.
- C. Casamento reported that she is working to get a few changes passed regarding several Board resolutions. One will allow for presidents to waive housing and admissions deposits, and the other will allow for special needs and middle school students to audit courses. Currently only high school students are allowed to do this.
- C. Casamento is expecting to receive the FY 11 and FY 12 audit report very soon. She was very pleased with the timing.

/cm
12/15/14

Executive Committee Notes of Tuesday, February 10, 2015

Present: R. Bachoo, C. Casamento, J. Estrada, C. Galligan, C. Lovitt, J. Miller, R. Rodriguez, A. Suski-Lenczewski, L. Tordenti

Excused: C. Magnan

New Smoking Policy (J. Miller)

J. Miller has received several e-mails regarding individuals on campus who are not following the new smoking policy. J. Miller noted that we are currently in the second semester with the new policy. R. Rodriguez has noticed more people smoking at the bus stop in front of Davidson Hall. R. Bachoo has noticed several students smoking in the area of the Student Center, not using the shed. He also noted that he has not received any complaints from the Health and Safety Committee, and the people in Copernicus are extremely happy with the results of the new policy. R. Bachoo and L. Tordenti briefly discussed the concerns from IRC. IRC has requested a shed for up the hill, as well as a shed in the residence hall area down the hill. They believe this would help to alleviate the problem of students smoking right outside of the dorms, which is a serious concern. R. Bachoo will look into putting a shed up the hill. C. Casamento asked what the consequences are when students do not follow other policies. R. Bachoo stated that if our policy is not a State ban, or against the law, our powers are limited. R. Bachoo will check the exact policy regarding smoking in/around State property/buildings. J. Miller stated that he will send another communication to the campus. He also encouraged a more aggressive approach to educate the campus about the new policy. Perhaps, posting information where the smoking is occurring may help.

Revised Student Code of Conduct (R. Rodriguez/L. Tordenti)

L. Tordenti distributed the revised Student Code of Conduct, as well as a summary of the changes. L. Tordenti and R. Rodriguez briefly reviewed the revised information.

Policy Regarding Reporting Suspected Abuse or Neglect of a Child (R. Rodriguez)

R. Rodriguez distributed the Policy Regarding Reporting Suspected Abuse or Neglect of a Child. Once the policy has been finalized, it will be distributed to all employees, and become part of the Title IX Training. Most of these cases will be handled by Human Resources, except for those that involve sexual abuse which will be referred to Diversity & Equity. R. Rodriguez noted that suspected abuse must be reported within 12 hours, and that the policy excludes students and student workers. R. Rodriguez noted that many students run various programs on campus, which involve children. She may work on developing a policy that would require students who are working with children to report suspected abuse to their supervisor.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (R. Rodriguez)

R. Rodriguez distributed the updated BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy and reviewed the change. J. Estrada asked how this information will be communicated. R. Rodriguez stated that supervisors may share the policy with their staff. Diversity and Equity will also be sending out an e-mail to the campus regarding the new policy, which will highlight the changes.

SFY 2015 - Rescission (C. Casamento)

C. Casamento provided an update regarding the SFY 2015. We were able to absorb the first rescission. A second rescission was received on January 22, 2015. The System Office absorbed a portion of that rescission, and we were able to absorb the remainder. At this time, we have not received any additional cuts.

SFY 2016 - Budget/Tuition and Fees (C. Casamento)

C. Casamento briefly discussed the status of the budget discussions. CCSU submitted an increase of 2% for housing and tuition/fees. We also submitted an increase of 3% for food. C. Casamento noted that the tuition/fees discussion was scheduled to go to the Board in February, but it has been delayed until March. This will allow for time to receive additional information from the Governor. C. Casamento reminded everyone that there are still a lot of unknowns regarding the budget. She encouraged everyone to continue looking at their reduction plans to be sure they are updated.

As May Arise

- R. Bachoo emphasized the importance of training. Following a recent Threat Assessment Training Session in the Department of Modern Languages, an incident occurred with a suicidal student. The training was key in handling this situation.
- C. Lovitt reported that, per the "freeze data," our numbers held, and our enrollment increased for the spring semester.
- C. Lovitt shared the concern regarding the loss of Monday classes. He is working to develop a plan to make up one, or more, of the missed classes. R. Bachoo stated that Facilities is doing everything they can to keep the campus clear and open.
- J. Estrada announced that the BOR Auditors will now be visiting quarterly, and continue until audit issues are resolved. J. Estrada was surprised by this, as he did not see any new Board Policies regarding the change. C. Casamento does not believe there was a Board Policy regarding this issue, but that it was a result of a recent Auditor's Meeting.
- C. Casamento announced that she hopes to have the Food Service Contract recommendation to President Miller by the end of the week.
- L. Tordenti noted that she has heard nothing but positive comments about J. Miller's recent e-mail regarding Transform 2020.
- J. Miller requested that, if anyone has items to discuss, please add them to the agenda from now on.

/cm
2/10/15

Executive Committee Notes of Tuesday, March 3, 2015

Present: R. Bachoo, J. Bonesio-Peterson, C. Casamento, C. Galligan, C. Lovitt, C. Magnan, J. Miller, R. Rodriguez, A. Suski-Lenczewski, L. Tordenti

J. Miller welcomed L. Bonesio-Peterson to Executive Committee and expressed his appreciation for her willingness to serve as the Interim Chief Information Officer.

Commencement Speakers (C. Lovitt)

C. Lovitt reported that J. Paige and G. Fitzgerald have taken the lead regarding planning for Commencement. To date, C. Lovitt has not heard any discussion regarding Commencement speakers. J. Miller noted that, in the past, N. Pettinico and company would take the lead on this matter.

ACTION: Send all suggestions regarding Commencement speakers to C. Lovitt and he will forward to J. Paige and G. Fitzgerald.

Graduate Intern Pay Rate (C. Lovitt)

C. Lovitt reported that SCSU recently came forward with a proposal to increase pay for graduate interns. After some research, C. Lovitt discovered that we are not paying our graduate interns the same amount. Interns who are performing higher level work are being paid at the higher rate. Interns who perform lighter work are getting paid at the lower rate. The current pay guidelines include "up to" which allows us to set their pay within the designated range. C. Lovitt asked if we should consider changing the way we pay our interns, to be more consistent across the board. C. Casamento noted that SCSU is proceeding with their request to increase the pay, and the proposal does still include the "up to" language. J. Miller stated that he did not know why we are raising this issue, as he has not heard anyone complaining about different pay rates. He suggested that we look at our pay rate date for graduate interns. If the proposal to increase pay is approved, we can revisit this issue at that time.

Legislative Hearings (C. Lovitt)

C. Lovitt recently received a telephone call from M. Mahony, as did L. Tordenti, regarding how underrepresented the CSU Universities were at the Legislative Hearings. M. Mahony was very disappointed, and noted how well UConn was represented. L. Tordenti reported that five CCSU students did attend and testify. C. Lovitt asked what level of involvement we should have, and if we should be more involved. J. Miller stated that we certainly could have had more of a presence. However, he got the sense from the System Office that they were taking the lead. J. Miller will talk to M. Mahony at their next meeting to discuss her concerns.

StandUpCCSU Campaign (R. Rodriguez)

R. Rodriguez distributed information regarding the StandUpCCSU Campaign. The faculty have been inviting R. Rodriguez, and her staff, to make classroom presentations to their students. The Office of Diversity and Equity has been using various tools to educate the campus community about the Campaign. Dr. Jackson Katz is scheduled to speak at CCSU on March 11th. He will be introduced by one of CCSU's student athletes. R. Rodriguez encouraged everyone to attend the event, as well as their staff and student workers.

Budget (C. Casamento)

C. Casamento distributed a summary regarding CCSU FY 2015 versus CCSU's projected share of the Governor's proposed FY 2016 budget. She briefly reviewed the information, noting that there is still a lot of unknown information. A brief discussion occurred regarding the tuition/fees increase. The tuition/fees increase is expected to go before the full Board of Regents on March 26, 2015.

The System Office has requested a list of unfunded mandates. C. Casamento stated that she is not sure what they are going to use this information for, but she is glad they are collecting it. This information must be submitted to the System Office by March 4, 2015. **ACTION:** Please send any information regarding unfunded mandates to C. Casamento as soon as possible.

APA FY 2011 and 2012 Audit (C. Casamento)

C. Casamento announced that the Audit Report for FY 2011 and 2012 has been issued. To date, we have only received one inquiry from a reporter, which did not amount to much. C. Casamento asked Executive Committee members to review the issues detailed in the report. She encouraged everyone to review all of the issues, even those outside of their own divisions. J. Miller encouraged everyone to take a good look at the report, as some things can be avoided by simply being more careful.

Full Scholarships; Non-Resident Waiver (J. Miller)

J. Miller was pleased to report that CCSU's Full Scholarships; Non-Resident Waiver Proposal has been approved by the Finance Committee, and the full Board of Regents. The majority of these scholarships will be for athletes. However, J. Miller is planning to offer a small number of the scholarships to each of the schools to recruit top students. J. Miller noted that we may not make the mark this year, but we will definitely make great use of the scholarships in the near future. J. Miller thanked C. Casamento for all of her great work on this, as well as R. Bachoo and P. Schlickmann.

Service Awards and Employee Appreciation (A. Suski-Lenczewski)

A. Suski-Lenczewski provided an update regarding the Service Awards Ceremony and Employee Appreciation Week. The Service Awards Ceremony is scheduled for Monday, April 20th in Founders Hall. The Campus Picnic will be held on Wednesday, April 22nd in the Davidson Hall Courtyard, with Alumni Hall as the rain location. A. Suski-Lenczewski noted that she chose not to schedule any other events this year, in light of the budget cuts. Instead, they will put all of their efforts into the Awards Ceremony and Campus Picnic. The University Photographer will be taking pictures of people working around campus, those photos will be used in a slideshow that will play during the Campus Picnic.

/cm
3/3/15

Central Connecticut State University
Charge of the Search Committee

Position: _____ Search Number: _____

General issues

1. Search committee liability: it is possible, and has happened here, that search committee members can be sued in their individual and official capacities. Under Connecticut law, state employees are entitled to representation by the Attorney General's Office and indemnification by the state where their actions within the scope of employment or discharge of duties for damage or injury are "not wanton, reckless or malicious..." Conduct that is merely negligent comes within the statutory protection.

2. The committee must meet as a whole throughout the search and must conduct its deliberations within the meetings. Do not discuss anything related to the search, either with members or non-members of the committee, except when the committee is formally meeting. If you E-mail information regarding the search, all of the committee should be copied.

3. Each applicant must receive an individualized and complete review of his/her qualifications as compared to the job advertisement. If there are general terms in the advertisement that need further clarification, those standards must be set out before reviewing the applications. For example, the ad requires "teaching experience" without further definition. The committee needs to describe the skill set and scope that term is meant to capture, rather than the jobs that might suffice.

4. All members of the committee must use the same standards to evaluate the applicants. Again, decide before looking at the applications, as that helps to insulate the committee from charges of bias or favoritism.

5. Members of the committee should disclose to each other if they know any of the applicants in the pool and how they know of them, or about them. If a member feels that he or she cannot be objective about a candidate, he or she should recuse him or herself from the committee.

6. Master file: The search chair should maintain clean originals and make copies for the committee members. There must be no notes or writing of any kind on the original materials.

7. By state and federal law, the official, or master, search file must be maintained in a secure and accessible location for a minimum of 3 years. The Office of Diversity and Equity maintains the AA search file, but the official (or master) file, containing all application materials from all applicants (whether or not qualified) should be maintained by the hiring department chair.

8. The search chair should contemporaneously document all of committee's decisions, including standards to be applied and the committee's action for each applicant which will become part of the master file. Only committee decisions should be recorded on the minutes. Internal discussions or procedural matters should not be kept in record.

I. AAP-2: Affirmative Action search plan

1. The committee should develop an advertisement that is specific but inclusive. Note that you must evaluate all applicants by comparing their qualifications to those listed in your ad. Your evaluation should be thorough and fair, treating all applicants equally.

2. The advertisement is not a job description. It contains a list of minimal and preferred qualifications necessary to do the job. Remember, any applicant with all the minimal qualification should be, in theory, able to perform the job.

3. Weight carefully the minimal qualifications, and be inclusive. Try not to include qualifications that will unnecessarily exclude potential qualified applicants. For example, if you say "5 years experience" as a minimal qualification, think: why five? Is this really the minimum necessary? Would four do just as well, but broaden my pool?

4. For the most part, the preferred qualifications will differentiate the minimally qualified from your finalists. List qualifications that is specific and objective.

5. Recruitment is the most important tool we have to increase diversity. Make sure to include AT LEAST two sources of advertisements that are specifically targeted to historically underrepresented groups in the position's field. Also, include proactive recruitment measures as part of your plan.

6. Once the advertisement is completed and approved by the committee and relevant supervisors, Human Resources will post your ad in one major advertisement source. Other sources must be paid and placed by the department, the dean's office or the academic division. The bargaining units' minority recruitment committees may have available funds for advertisement and recruitment. The Office of Diversity and Equity DOES NOT have any available funds for advertisement.

II. AAP-3: The advertisement has yielded a pool of applicants that the committee needs to review, comparing the applicants' qualifications to those specified in the advertisement.

1. When completing this form, the members must articulate their reasons for voting each individual applicant into the categories and must challenge those reasons that appear unsupported.

2. Pre-Screening-all or none within each category. Applicants within a category must be treated the same. For example, if one is called about missing materials, all must be called who are similarly situated.

3. Each applicant must have a reason-factual and not conclusory, based on the job ad-for why she or he is placed in a category.

4. The **Not Qualified** category is intended for those applicants who do not meet the required elements of the job qualifications. Failure of an applicant to meet any one of the required qualifications should result in placement in the Not Qualified category unless, on the judgment of the committee, the applicant possesses substantially comparable qualifications. The minimum requirement that the applicant has not met should be stated under the Reason column. Letters may be sent to those applicants once the AAP-3 is fully signed.

5. The **Minimally Qualified** category lists those applicants who meet all the minimum requirements, but, based on the paper review and on the judgment of the committee, are not the preferred candidates to be considered finalists. State the factual reasons for placement in the Minimally Qualified category based on the ad and the standards the committee set in advance. For example, if the preference is for someone who has supervised students in field placements and the applicant has no such experience.

6. Then separate the **Finalists** from the Minimally Qualified-apply the standards the committee set-the committee is to work towards speaking with one voice, either unanimously or consensus, at the end. Special attention should be placed on Affirmative Action target candidates.

7. This is a paper review process for the most part. If an applicant is known to the committee (e.g., because of serving a special appointment or other University employment), that information should have limited effect -in other words, if he or she is minimally qualified based on the paper review, but the committee would like to interview him/her based on personal knowledge of the applicant, the person still should go into minimally qualified and not the finalist category.

8. Is the pool the size expected? If not, why not? What should be done to increase the size of the pool? Is there a qualification that acts to exclude otherwise qualified applicants? It is permissible to re-advertise and extend a search if the committee feels it is necessary to attain a larger and more diverse pool of applicants.

9. Is the pool apparently diverse in gender? Race/Ethnicity? If not, why? What else can be done to diversify the pool? The **Priority Target** for this search is a **Black Male, Black Female, Hispanic Male, Other Male.** The Office of Diversity and Equity will provide demographic information to the committee when the AAP3 is submitted about the candidate.

10. Do not interview anyone until this form is completely approved. The Office of Diversity and Equity might reject an AAP3 form if the pool of finalists does not include an applicant from the target group.

11. If you have candidates from outside the local area, telephone interviews must be conducted. After telephone interviews are conducted, the search committee will conduct telephone reference of the candidates that are still being considered for the on-campus interviews. Once this has been done, please email the Office of Diversity the names of the candidates who will be invited for the final on-campus interviews. You will receive a final approval to proceed via email.

III. Interviews (Telephone and On-campus Interviews):

1. Read through the "Hiring and Search Manual" before beginning to interview. (<http://www.ccsu.edu/page.cfm?p=4176>). Stop interviewees from offering information we don't want to know. Frame your questions carefully.

2. All interviewees are asked the same basic questions.

3. The search committee members must agree ahead of time on the criteria used and the weight to be given to each question.

4. If you didn't sit through all the interviews, your ability to vote for candidates is limited. With their consent, candidates might be video or audio recorded, and the recordings shared with members of the committee.

5. At the end of the interviews, the committee now has considerable objective and subjective information. Articulate the committee's decisions for each interviewee. Be factual, weigh the relative strengths and weaknesses of each.

6. Put those decisions into a memo to the hiring manager.

IV. AAP-4:

1. Fill out the unranked candidates' names only.
2. Attach the memo to the hiring manager. The memo must address all the finalists that were listed on the AAP3.
3. Do not make any conditional offers to candidates until this form has been fully signed.
4. If the hiring manager asks the committee to make a conditional offer to a candidate, document all conversation with the candidate, contemporaneously, and file them in the master search file.
5. Be very clear that the offer is conditional upon the results of a background check and final approval of the President, and put that in writing.

Edited 11/18/15

AFFIRMATIVE ACTION SEARCH PLAN

Department _____ Position Title/Rank _____

INSTRUCTIONS: See pages 15-17 of the Hiring and Search Manual. The Office of Diversity and Equity and/or Human Resources may make necessary editorial changes to draft advertisements to ensure consistency, conformance with AA requirements, and space. After approval of the Search Plan, Human Resources will place the advertisements.

ADVERTISING SOURCES:

(Recommended newspapers, journals, websites) Banner index to be charged:

All instructional and library faculty positions will be posted on the following websites: The Chronicle of Higher Education, Hispanic Outlook, Diversejobs.net and Higheredjobs.com

	<i>(Human Resources Dept)</i>

ADDITIONAL SEARCH COMMITTEE RECRUITMENT EFFORTS:

(e.g.; ListServes; e-mail distribution lists; mailing lists, attendance at conferences, networking, etc.)

PROPOSED SEARCH COMMITTEE: (Must include a member of an underrepresented group)

Race/Ethnicity: W = White B = Black H = Hispanic O = Other U = Unknown

		Gender	Race/ Ethnicity		Gender	Race/ Ethnicity
1	Chair _____	_____	_____	4	_____	_____
2	_____	_____	_____	5	_____	_____
3	_____	_____	_____	6	_____	_____

Approvals:

<p>1 _____ Department Head Date</p>	<p>2 _____ Dean/Director Date</p>
<p>3 _____ Executive Officer Date</p>	<p>4 _____ Chief Diversity Officer or designee Date</p>

AUTHORIZATION TO INTERVIEW/RECRUITMENT EFFORTS

Search #

C13-XXX

Department:	SAMPLE	Title:	SAMPLE
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Instructions: See pages 17 - 22 of the Hiring and Search Manual. Do not conduct interviews until this form has been completely approved. PLEASE ENCLOSE ALL CANDIDATES RESUMES.

FINALISTS---resumes must be attached

For office use only

<u>LAST</u>	<u>FIRST</u>	<u>Race</u>	<u>Gender</u>	<u>REASON</u>
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Meets the required qualifications and the following preferred qualification(s):

Meets the required qualifications and the following preferred qualification(s):

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Meets the required qualifications and the following preferred qualification(s):

Meets the required qualifications and the following preferred qualification(s):

Meets the required qualifications and the following preferred qualification(s):

Race/Ethnic Code: W=White, B=Black, H=Hispanic, O=Other, U=Unknown

APPROVALS:

Search Chair

Date

Comments

2 _____
Pres./VP/Dean/Director Date

_____ Comments



3 _____
Chief Diversity Officer Date

_____ Comments

NOTE: In addition to the hard copy, please submit an electronic copy to rosa.rodriguez@ccsu.edu.

Rev. 11/12



Search #

C13-XXX

MINIMALLY QUALIFIED -- resumes must be attached

LAST	FIRST	For office use only		REASON
		Race	Gender	
				Meets the required qualifications and the following preferred (s): [insert qualifications] or no preferred.

Search #

C13-XXX

NOT QUALIFIED -- resumes must be attached

LAST	FIRST	For office use only		REASON
		Race	Gender	
				Does not meet the following qualification(s):
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				Does not meet the following qualification(s):
				Does not meet the following qualification(s):
				Incomplete Application: Missing [name of document]

Healthy Relationships

weekly support group focusing on healthy relationships with intimate partners



Every Tuesday 3:00 - 4:00 pm
 Women's Center Lounge
 Student Center Room 216

Communications . Trust . Friendship . Privacy .
 Respect . Self-Esteem . Resolving Conflicts .
 Fighting . Arguing . Family Dynamics .
 Identifying Unhealthy Behaviors . Feeling
 Valued Within the Relationship

For more information about the group contact
 Jacqueline Cobbina-Boivin at 860-832-1656

Group Facilitators Ruthe Boyea Women's Center
 Prudence Crandall Center

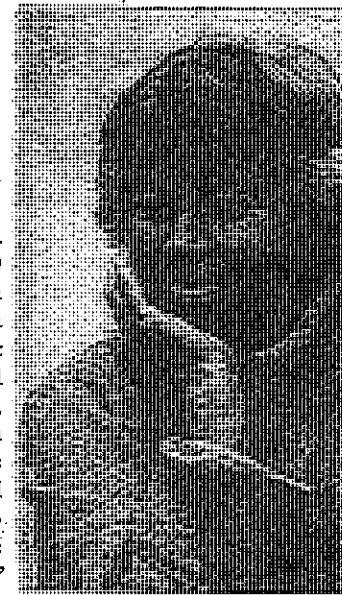


WOMEN'S HISTORY MONTH 2014 LUNCHEON

ROBIN MORGAN

Novelist Activist Journalist Feminist Poet Best-Selling Author

Sisterhood is Powerful
 AN ANTHOLOGY OF WRITINGS FROM
 THE WOMEN'S LIBERATION MOVEMENT
 Edited by Robin Morgan



A founder/leader of contemporary US feminism, Robin Morgan has been a leader in the international women's movement for 30 years. She founded/co-founded the Feminist Women's Health Network, the National Battered Women's Refuge Network, Media Women, the National Network of Rape Crisis Centers, the Feminist Writers' Guild, the Women's Foreign Policy Council, the National Museum of Women in the Arts, the Sisterhood Is Global Institute, GlobalSister.org, and Greenstone Women's Radio Network. An invited speaker at every major university in North America, she has traveled as an organizer, lecturer, and journalist all over the world reporting on the conditions of women. Credited with helping to start the second wave of feminist movement in the US, her book has been cited as "One of the 100 most influential Books of the 20th Century." Along with fellow activist Gloria Steinem and actress/activist Jane Fonda, she co-founded the Women's Media Center and currently hosts "Women's Media Center Live," the radio "talk-show with a brain."

For more information, visit
<http://www.makers.com/robin-morgan>

SISTERHOOD IS POWERFUL, SISTERHOOD IS GLOBAL, SISTERHOOD IS FOREVER

TUESDAY, MARCH 25, 2014

Student Center, Alumni Hall, 12:00 PM

Ticket Price: \$20.00

Meal Choice:

Sliced Beef Tenderloin Gratin w/Cabernet reduction, Crab Cakes w/Broccoli Slaw,
 Sage Roasted Chicken w/white Wine Artichoke Sauce, or Vegan Layered Vegetable Terrine

For tickets, contact CENTix at 860-832-1989 or visit the Student Center Info Desk

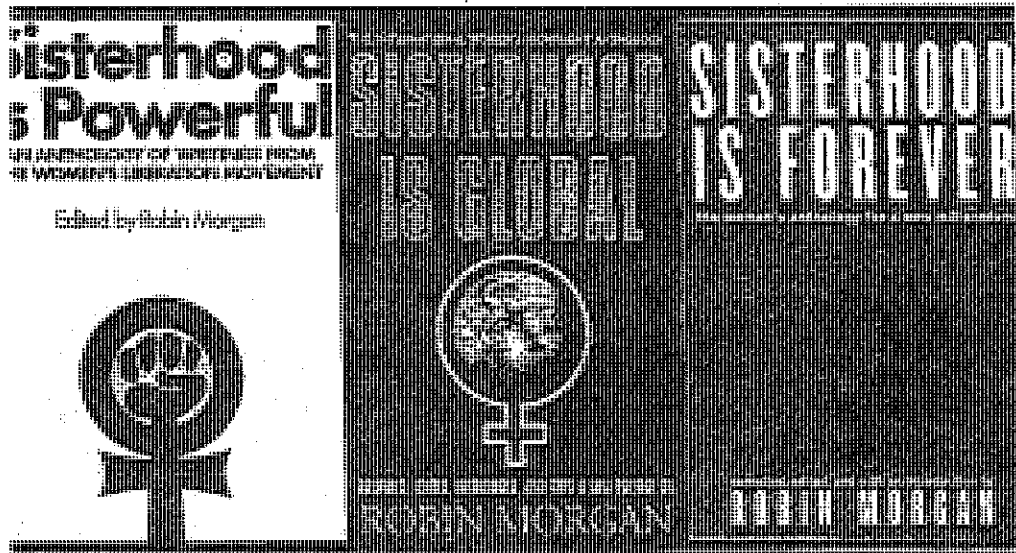


SPONSORED BY Central Connecticut State University
 The Committee for the Concerns of Women, The Ruthe Boyea Women's Center,
 Women, Gender and Sexuality Studies and The Office of Gender and Sexuality Studies

CENTRAL CONNECTICUT STATE UNIVERSITY
WOMEN'S HISTORY MONTH 2014

ROBIN MORGAN

Novelist Activist Journalist Feminist Poet Best-Selling Author



Robin Morgan has published over 20 books, and has been a leader in the international women's movement for 30 years. She is the co-founder of the Women's Media Center along with activist Gloria Steinem and actress/activist Jane Fonda. Please join us for an enlightening afternoon with Robin Morgan.

"A NEW SISTERHOOD FOR THE AGE OF TWITTER"

TUESDAY, MARCH 25, 2014

Student Center, Philbrick Camp Room
1:40-2:30PM



CHARACTER,
COURAGE &
COMMITMENT.



SPONSORED BY:

The Committee for the Concerns of Women, The Ruthe Boyea Women's Center, Women, Gender and Sexuality Studies and The CCSU History Department.

Join the CCSU Safe Zone Program!



Be part of our on-campus visible support network for the LGBT community.

Sign up for an upcoming training date.

Email: LGBT@ccsu.edu

Thurs 3/27

Thurs 4/24

Thurs 5/15

Tues 11/18

12:00-1:00 PM
Student Center
Philbrick Camp Room

12:00-1:00 PM
Student Center
Philbrick Camp Room

12:00-1:00 PM
Student Center
Philbrick Camp Room

12:00-1:00 PM
Student Center
Philbrick Camp Room

For general questions, contact the CCSU LGBT Center at 860-439-2111.

Please also make to request a special group session for your class, club, organization, team, department, etc.

The CCSU
— LGBT CENTER —

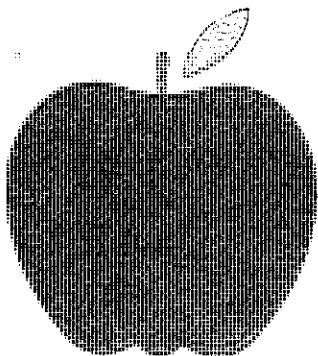


THE THIRD ANNUAL
FACULTY DAY



THE EXCELLENCE IN TEACHING
AWARDS CEREMONY

Friday, April 17, 2015
10:00 A.M. - 3:00 P.M.
Constitution Room, Memorial Hall



THE
PROGRAM

10:00 A.M. - 12:00 P.M.

LIGHT REFRESHMENTS

Select recipients of this year's Innovation Fund awards will present summaries of their work and engage in Q&A sessions with attending faculty. Scheduled presentations include:

- The Minority Student Success Consortium
- The Academic Growth Mindset Learning Community Group
- The Quality Matters Faculty Cohort

12:00 P.M. - 1:00 P.M.

FACULTY LUNCH

1:00 P.M. - 3:00 P.M.

THE EXCELLENCE IN TEACHING
AWARD CEREMONY

For more information, contact Director Kara Russell at russolk@ccsu.edu. Visit the Calendar page for a fuller accounting of Spring 2015 events.



Celebrating the New Wave of Ibero American Cinema

Hosted by CENTRAL CONNECTICUT STATE UNIVERSITY

WHEN November 4-7, 2014
WHERE TORP THEATER
1615 Stanley Street
New Britain, CT 06050

Sponsored by The Spanish Club, The Department of Modern Languages, The Latin American, Latino, and Caribbean Center, and WGSS.

TUESDAY, NOVEMBER 4, 2014
MARIMBAS FROM HELL (Las Marimbas del Infierno)
Julio Hernández Córdón / Guatemala, Mexico, France / 75 min / 2010 / Spanish with English subtitles



1:30 PM
PRESENTED BY: ABIGAIL ADAMS (Department of Anthropology)
Don Alfonso plays the marimba (xylophone) for a living but as his traditional music is seen as increasingly old-fashioned, he finds himself without a job. When his glue-sniffing godson introduces him to Blacko, an old heavy-metal legend of the Guatemalan underground, they decide to do something radical and fuse the sounds of the marimba with heavy metal. This innovative—some might say bizarre—idea sparks the beginning of an unexpected collaboration.

TUESDAY, NOVEMBER 4, 2014
HERE AND THERE (Aquí y Allá)
Antonio Méndez Esparza / USA, Spain, Mexico / 110 min / 2012 / Spanish with English subtitles



4:30 PM
PRESENTED BY Dr. ROCÍO FUENTES (Department of Modern Languages)
Antonio Méndez Esparza's directorial debut radiantly captures the complex homecoming of a loving father. In an unexpected take on the traditional immigrant story, Pedro returns home to a small mountain village in Guerrero, Mexico, after years of working in New York. He finds his daughters older and more distant than he imagined; His wife still has the same smile. The villagers think this year's crop will be bountiful and there is work in a growing city nearby. But the locals are wise to a life of insecurity, and their thoughts are often of family members or opportunities far away, north of the border.

THURSDAY, NOVEMBER 6, 2014
CHICO & RITA
Fernando Trueba, Javier Mariscal, Tono Errando / Spain, UK / 94 min / 2012 / English and Spanish with English subtitles



1:30 PM
PRESENTED BY DR. LOURDES CASAS (Department of Modern Languages)
Oscar®-winning director Fernando Trueba (*The Age of Beauty*) and famous artist Javier Mariscal, have teamed up to make *Chico & Rita*, an animated love story starring the music, culture and people of Cuba. Chico is a dashing piano player and Rita is an enchanting and beautiful Havana nightclub singer. When they meet, the sparks fly and they fall madly in love. An epic romance unfolds as the pair travels the glamorous stages of 1940s/1950s Havana, New York City, Las Vegas, Hollywood and Paris. 2012 Oscar® nomination Best Animated Feature.



THURSDAY, NOVEMBER 6, 2014
UNDERTOW (Contracorriente)
Javier Fuentes León / Perú, Colombia, France, Germany / 100 min / 2010 / Spanish with English subtitles

4:30 PM
PRESENTED BY DR. KAREN RITZENHOFF (Department of Communication)
Miguel is a handsome, young and beloved fisherman in Cabo Blanco, a small fishing village in the Northern coast of Perú, where the community has deep-rooted religious traditions. Miguel is married to the beautiful Mariela, who is 7-months pregnant with their firstborn, but Miguel harbors a scandalous secret: He is having a love affair with another man, Santiago, a painter who is ostracized by the townsfolk for being agnostic and open about his sexuality. When Santiago drowns accidentally in the ocean's strong undertow, he cannot pass peacefully to the other side. He returns after his death to ask Miguel to look for his body and bury it according to the rituals of the town. Miguel must choose between sentencing Santiago to eternal torment or doing right by him and, in turn, revealing their relationship to Mariela and the entire village.

FRIDAY, NOVEMBER 7, 2014
LA YUMA
Florence Jauegy / Nicaragua / 91 min / 2011 / Spanish with English subtitles



6:30 PM
PRESENTED BY Antonio Garcia-Lozada (Department of Modern Languages)
Nicaragua's first full-length feature in 20 years, *La Yuma* tells the story of a young woman who dreams of transcending her bleak life in the slums of Managua by becoming a boxer. Locking beyond the meager possibilities that seem available to her (and ignoring the advice of her gang-member friends), she finds solace and hope in her training and falls in love with a middle-class journalism student.

The Spanish Film Club series was made possible with the support of Pragma, The Ministry of Education, Culture and Sports of Spain, and SPAIN arts & culture.

SUPPORTED BY



GOBIERNO DE ESPAÑA

MINISTERIO DE EDUCACIÓN, CULTURA Y DEPORTE

SECRETARÍA DE ESTADO DE CULTURA



Your are cordially invited to
**THE CONFUCIUS INSTITUTE AT CCSU
 OPENING CEREMONY AND PERFORMANCE**



THURSDAY, JUNE 5TH, 2014

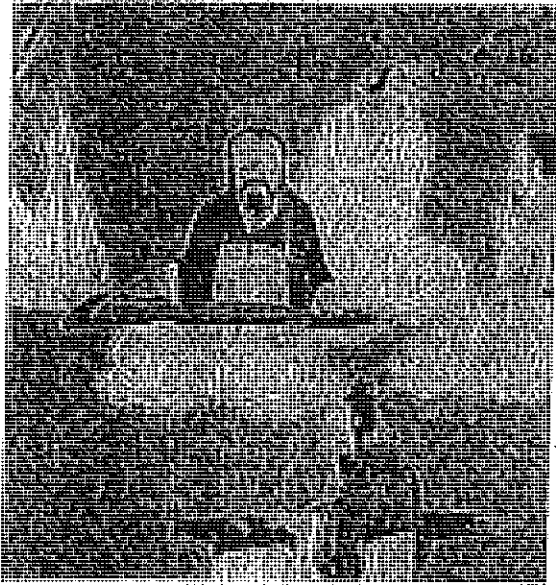
RECEPTION
 9:00 AM - 9:30 AM
 FOUNDERS HALL, DAVIDSON HALL

OPENING CEREMONY
 AND MUSICAL PERFORMANCE
 (CCSU AND SHANDONG NORMAL UNIVERSITY, CHINA)
 9:30 AM - 11:45 AM
 TORP THEATRE, DAVIDSON HALL

LUNCHEON
 12:00 NOON
 CONSTITUTION ROOM, MEMORIAL HALL

CENTRAL CONNECTICUT STATE UNIVERSITY
 1615 STANLEY STREET
 NEW BRITAIN, CT 06053

R.S.V.P for luncheon on or before June 2, 2014
 to ConfuciusInstitute@ccsu.edu



THE CONFUCIUS INSTITUTE AT CCSU
 Confucius Institute at CCSU is the first academic institute of its kind in the United States. It is a joint venture between the Confucius Institute Headquarters, Beijing, China and Central Connecticut State University.

eliminating racism
 empowering women
ywca

ENOUGH!
RACE TO END VIOLENCE

when **Sun, April 13, 2014 at 10 am!**

Registration begins at 9 am

Student Center Circle

Central Connecticut State University

where

5K Race - Run or Walk

Entertainment along the route,
 vendors and post race awards ceremony

details



Go to
bit.ly/Marm3M
 or
fmurphy@ywcanevbjtaln.org



Irish-Mexicans?

Central Connecticut State University presents

The San Patricios

A documentary film on the Irish Battalion in the
 Mexican Army during the U.S. war with Mexico

Followed by a discussion with History Professors
 Leah Glaser, MaryAnn Mahony, and Matthew Warshauer

Monday, March 10, 2014

Semesters in the Student Center

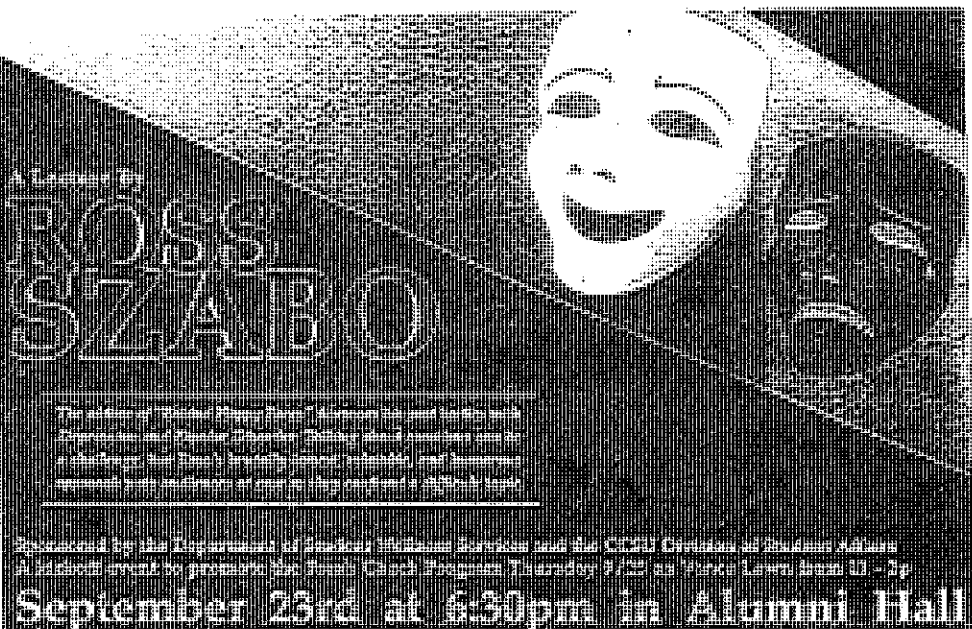
12:15 - 1:30 p.m.

A light Mexican & Irish lunch will be served.

RSVP to Office of Diversity and Equity at 860-832-1652 or
rosa.rodriquez@ccsu.edu

Sponsors: Office of Diversity & Equity, Department of History, Latin
 American Studies Committee, Latin American Student Organization (LASO)
 and the Irish Student Union of CCSU (ISU)

CCSU is an Equal Opportunity Educator and Employer



The Division of Student Affairs
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050



**ROSS
SZABO**



The CCSU Department of Student Wellness Services invites students, faculty, staff, and the neighboring community to join us for this insightful lecture

Students: <http://web.ccsu.edu/counselingandwellnesscenter/>
Employees: <http://web.ccsu.edu/employeebenefits/eap.asp>
Resources: <http://www.ctclearinghouse.org/Directory/default.asp>

The Melanie Ilene Rieger
Memorial Foundation
and the
Connecticut
Department of Correction
and
Office for Victims of Crime
Present the
19th Annual

 Melanie Ilene Rieger
Memorial
Conference Against Violence 

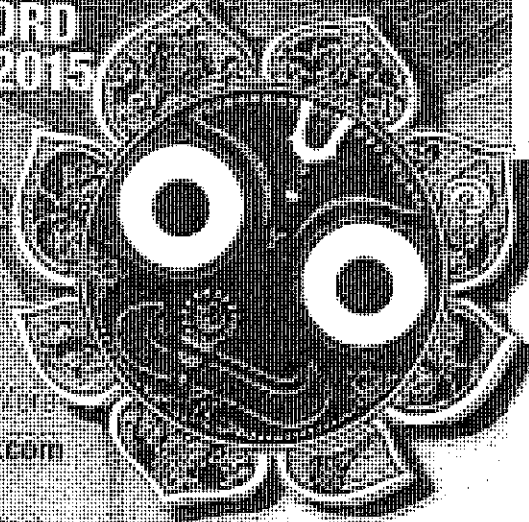
June 3-4, 2015

Central Connecticut State University
1615 Stanley Street • New Britain, CT 06050
Website: www.melanieriegerconference.com

MARK YOUR CALENDARS FOR THE 7TH ANNUAL

festival of india

DOWNTOWN HARTFORD
SUNDAY, JUNE 21ST 2015
NOON-5:00 PM



Sponsored by The International Society
for Krishna Consciousness of Connecticut
www.iskcondc.org

Fathers and Sons: Why Fathers Matter

April 18

CENTRAL CONNECTICUT STATE UNIVERSITY
HEALTHYfellows / Man Enough Support Initiative



7th Annual Young Men's Health & Wellness Forum

Fathers & Sons: Why Fathers Matter

The MEST Young Men's Health & Wellness Forum will bring together fathers and sons, agencies, and leaders in the field for a full day discussion on the relevance of fathering relationships. The forum will consist of panel presentations, open discussions, and separate breakout sessions where adults and youth can safely explore the central forum topics (e.g., incarceration, custody, reunification, mentoring, health, services, etc.). The forum is free and open to the public.



Lunch provided.

SATURDAY, APRIL 18, 2015
CENTRAL CONNECTICUT STATE UNIVERSITY
CONSTITUTION ROOM, MEMORIAL HALL

- Registration 8:30 AM
- Program: 9:00 AM

CCSU Man Enough Support Initiative is an inter-department collaborative. MESI exists as a campus-wide student and faculty initiative that seeks to partner with campus departments and community organization in order to improve the health and education of Connecticut's young men.

Information
Contact:
William Fothergill
(860) 832-2639

Registration:
Kyle Leonard
leonardkyp@my.ccsu.edu



Due to limited space, all guest are encouraged to register by the Friday, April 10, 2015 deadline. Organizations cannot guarantee acceptance at the forum after the deadline or once we have reached our maximum capacity. Complete registration form and email it to the email address provided.

Sponsors: HEALTHYfellows / Man Enough Support Initiative, Office of Diversity & Equity, Center for African Studies, Office of Student Affairs, and the Institute for Municipal and Regional Policy

Click [HERE](#) for registration form

<http://hosted.ccsu.edu/app/?calendar=229&data>

HEALTHYfellows: CCSU Man Enough Support Initiative

6th Annual Young Men's Health & Wellness Forum

"AMERICA'S SONS: Mobilizing Young Men for Collective Action"



This year's forum will bring together students from around the Greater Hartford area for a day of open discussions, plenary presentations, and strategic planning sessions about the health and wellness of young men.



The gathering is hosted by Central Connecticut State University's

HEALTHYfellows / Man Enough Support Initiative. With the help of our invited presenters and special guests (Mr. Curtis D. and Sheila Robinson of the Curtis D. Robinson Men's Health Institute) participants will celebrate the diversity of the male spirit by highlighting research and work being done to improve the health of boys and men. The purpose of this education activity is to enhance the knowledge of young men by fostering an exchange of ideas about the welfare of young men and challenging them to adopt healthier lifestyle practices.

Central Connecticut State University

CONSTITUTION ROOM,
MEMORIAL HALL

Wednesday, April 9, 2014
8:30 AM - 2:30 PM

For more information contact:
William Fothergill
(860) 832-1639
fothergillw@ccsu.edu

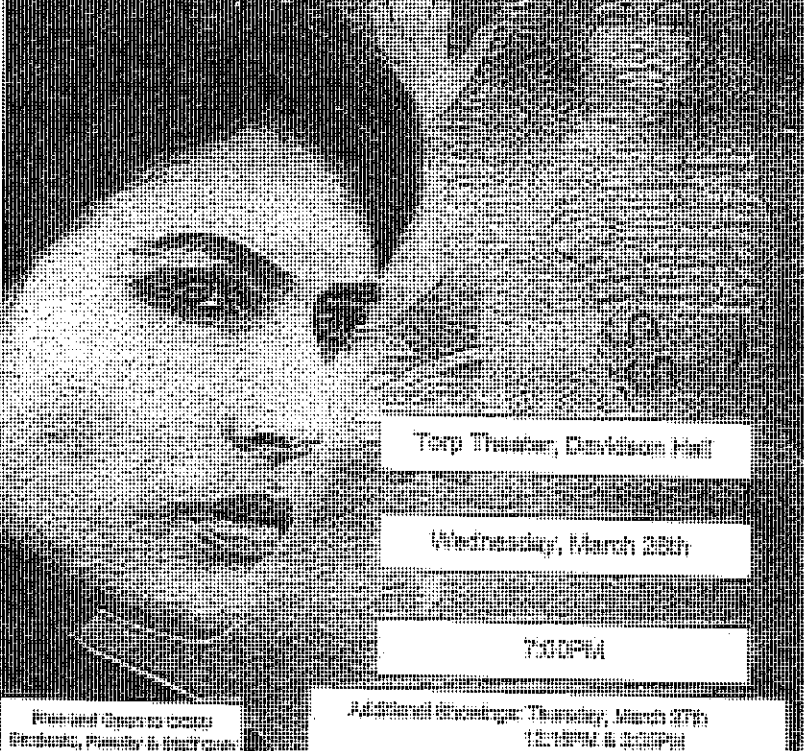
Our mission is to empower young men to take control of their health by providing them with an educational platform to learn, discuss, and become proactively involved in wellness promotion activities in their schools and communities. The forum will focus on mobilizing young men to become active agents of change by supporting their efforts to eliminate education, health, and wellness disparities.

"Above all things let us never forget that mankind constitutes one great brotherhood; all born to encounter suffering and sorrow, and therefore bound to sympathize with each other"
Albert Pike



This program is sponsored by the HEALTHYfellows / Man Enough Support Initiative, Student Wellness Services, the Office of Recruitment & Admission, the Africana Center, and the Office of Diversity & Equity.

BRAVE MISS WORLD



Top Theater, Davidson Hall

Wednesday, March 28th

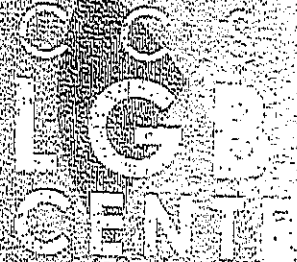
7:00PM

Free and Open to All
Reservations, Priority & Staff Only

Additional Showings: Thursday, March 29th
12:00PM & 8:00PM
Borden Center, Student Center



www.BraveMissWorld.com
Sponsored by the Student Center, Student Center & the Student Center



Celebrating
5 years of the
CCSU LGBT Center

and
National LGBT Center
Awareness Day

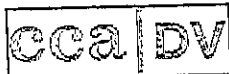
Monday, September 15th,
2014 from 5:00pm - 8:30pm

Reception in the Student Center Drum
2nd/3rd floor Normal and
TCC Lounge Area

5TH YEAR ANNIVERSARY

Please RSVP by Wednesday, September 10th to LGBT@ccsu.edu

Facebook event Page: https://www.facebook.com/events/751767348222391/?notif_t=plan_user_joined



Projects & Initiatives > 10x10 Campaign
[PrintEmail](#)



Where MEN and BOYS are critical to the prevention of intimate partner violence.

Join the 10x10 Campaign...

10 men each talking to 10 other men and boys about healthy relationships and the prevention of intimate partner violence, dating violence and stalking.

The 10x10 Campaign is open to any man who wants to take action to prevent intimate partner violence. All you need to do is attend one 2-hour training and then go out and talk to others about what you learned. Even though most men are not part of the problem, they must be part of the solution!

3 Things Men Can Do to Prevent Intimate Partner Violence

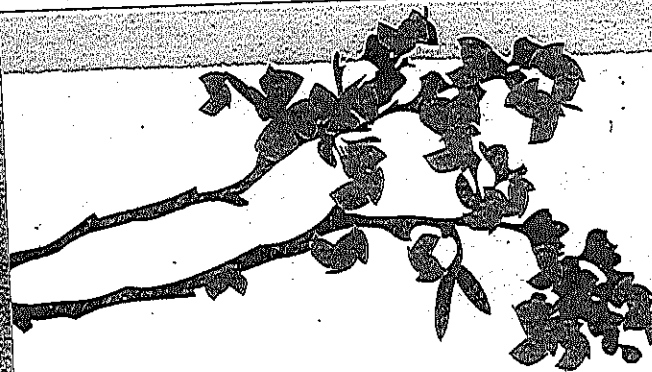
Build your own **AWARENESS** about intimate partner violence, dating violence and stalking - educate yourself!

Take **ACTION** by teaching other men and boys what you have learned - engage others!

Increase **ACCOUNTABILITY** in your community by involving others to prevent intimate partner violence - be the change you want to see!

Increasing your awareness about intimate partner violence is only the first step. With the tools that the 10x10 Campaign will give you, you can carry on the conversation and educate others about the problem and its impact. If more people are aware of the issue, offenders will be held accountable and more victims will find safety and support.

To get involved, please contact Linda Blozie, Training & Prevention Coordinator, at 860.282.7899 or lblozie@ctcadv.org.



CCSU CENTER FOR TEACHING AND FACULTY DEVELOPMENT
SPRING SEMESTER PROGRAMS

TUES. MARCH 31
4:00-5:30 PM
MARCUS WHITE
LIVING ROOM

Universal Design Workshop
Co-sponsored with Student Disability Services, featuring Dr. Helen Koulidobrova and Dr. Elizabeth Brewer of the Department of English

FRI. APRIL 17
10:00 AM-3:00 PM
CONSTITUTION ROOM
MEMORIAL HALL

3rd Annual Faculty Day
Featuring morning presentations from select Innovation Fund award recipients, a full sit-down lunch, and a special celebration of the 25th annual Excellence in Teaching Award ceremony

Details to follow... **SAVE THE DATES!**

FOR MORE INFORMATION, OR TO SUGGEST PROGRAMMING IDEAS, PLEASE CONTACT:
CTFD DIRECTOR KARA RUSSELL, RUSSELLK@CCSU.EDU
CTFD BOARD OF ADVISORS: ABIGAIL ADAMS, BARBARA CLARK, MARY COLLINS, LISA FRANK, SHELLY JONES, PALOMA LAPUERTA, KRIS LARSEN, LORRAINE LIBBY, PAUL PETTERSON, JASON SNYDER, JOHN TULLY & TOM VASKO



Burundian Culture



When: March 23, 2014

Where: Center For Africana Studies Lounge

Martin White Basement

Time: 6:00pm - 8pm

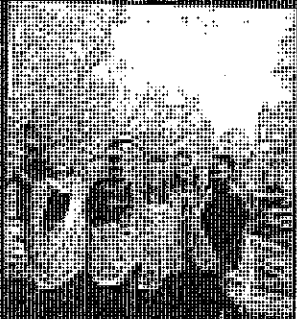
Hosted by: Clio Mwindu

Come Learn About The country of
Burundi and Burundian culture.

Afterward we will have a Dance lesson,
last but not least Food

Come Have Fun

Before Spring break

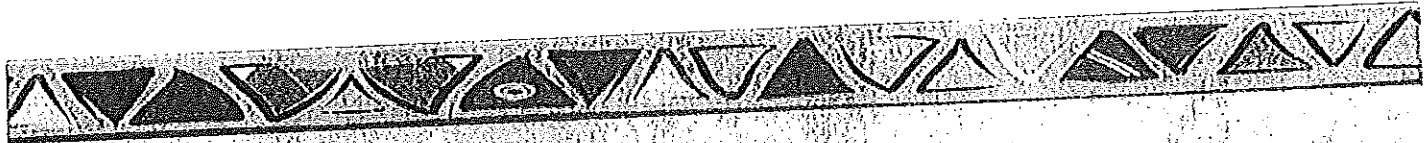


CENTRAL focus



President Barack Obama
speaks at CCSU





CCSU IOTAS

March 25th

From 5-7pm

CCSU IOTAS

Extravaganza DE Africa

Located in The
Basement
Of Marcus White Hall
Room 008



CCSU IOTAS
In Collaboration With:
United Caribbean Club



Come Learn About The African Culture and Diaspora
And Enjoy African Drumming, Music and Dancing



1000

NOHO HEWA:

THE WRONGFUL OCCUPATION OF HAWAII



Support The Native Community of Hawaii. Support the
Continuation of the Hawaiian People's Struggle for
Self-Determination, Sovereignty, Unity and Equality.

Free Student Program
- WELCOME TO ALL STUDENTS
- FREE OF CHARGE

APRIL 2004 - 6:30-7:00 PM - VANCE 105
CENTRAL CONNECTICUT STATE UNIVERSITY

Thursday
23rd
October

Ruthe Boyea Women's Center Lounge
Student Center Room 216

breast cancer awareness

Today 1 in 8 women will develop breast cancer in their lifetime.

Knowing how to *perform* breast exams on yourself can help detect cancer in its early stages. This *interactive* presentation will give you the *knowledge* necessary to be proactive in the fight against breast cancer.



For more information contact:
Jacqueline Cobbin-Bowling | jacobin@myccsu.edu
Tina Underwood | tunderwo@myccsu.edu
Cobbini-Bowling | cobbini@myccsu.edu
Tina Underwood | tunderwo@myccsu.edu
Equal Opportunity Employer/Educator
All events are open to the CCSU community.
This event is being held at a handicap accessible location.



THE RUTHE BOYEY WOMEN'S CENTER PRESENTS

TAKE BACK the NIGHT

Tuesday, April 15, 2014
Student Center, Semesters
8:30-10:30 PM

AT LEAST ONE OUT OF EVERY THREE WOMEN WORLDWIDE HAD BEEN SEXUALLY FORCED INTO SEX OR OTHERWISE ABUSED IN HER LIFETIME BY A PARTNER, RELATIVES, FRIEND, STRANGER, EMPLOYER, TEACHER, COLLEAGUE.
OF THESE CRIMES, 11% OF WOMEN REPORTED TO THE POLICE.
ONE IN FOUR WOMEN WHO REPORTED TO THE POLICE WERE NEVER PROSECUTED.

SHATTER THE SILENCE

For More Information Contact the
Women's Center, Student Center 216
(860) 439-1655



APRIL IS SEXUAL ASSAULT
AWARENESS MONTH.



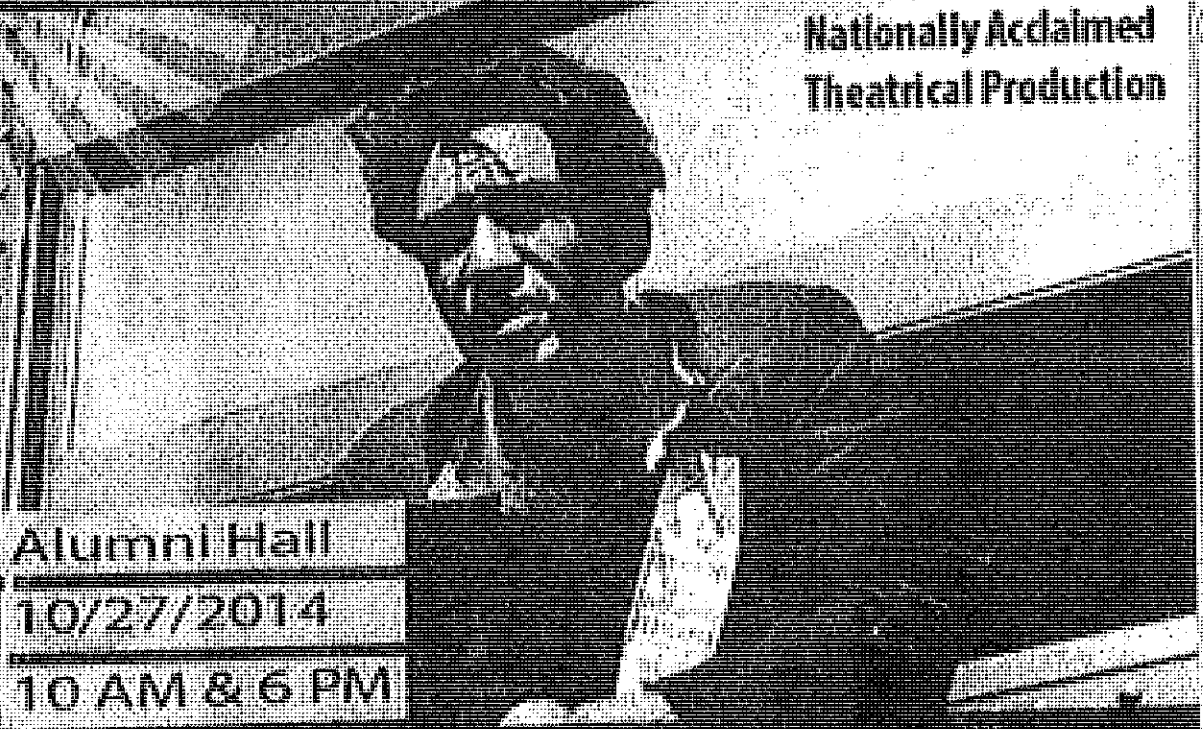
Equal Opportunity
Employer/Educator



SPONSORED BY: CENTRAL CONNECTICUT STATE UNIVERSITY, RUTHE BOYEY WOMEN'S CENTER, COMMITTEE FOR THE CONCERNS OF WOMEN, DEPARTMENT OF RESIDENCE LIFE, COUNSELING AND WELLNESS, OFFICE OF ALCOHOL AND DRUG EDUCATION, CCSU POLICE DEPARTMENT, OFFICE OF STUDENT AFFAIRS, OFFICE OF STUDENT CONDUCT, THE OFFICE OF DIVERSITY AND EQUITY AND YWCA SEXUAL ASSAULT CRISIS CENTER

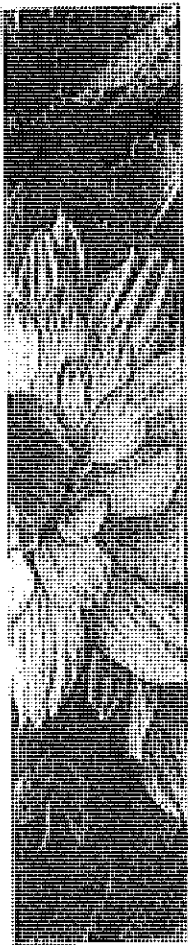
50 YEARS ON BROWN & PROUD

Nationally Acclaimed
Theatrical Production



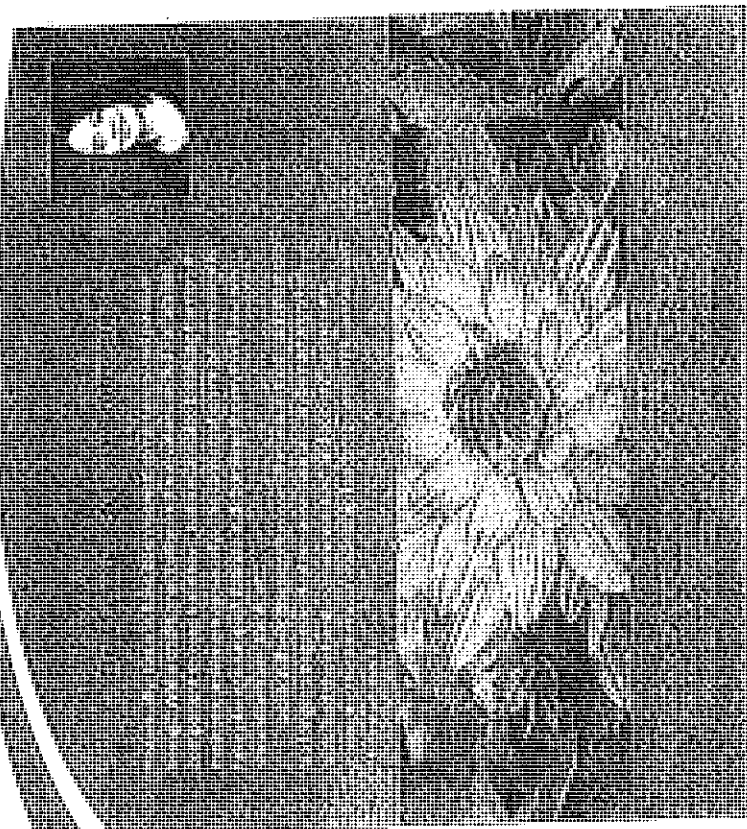
Where: Alumni Hall
Date: 10/27/2014
Time: 10 AM & 6 PM

THE LATEST SOCIAL JUSTICE PRESENTATION FROM WILL & COMPANY
#WILLANDCOMPANY.COM



Latinas and Modern Marianismo:
**Dismantling the Myth
of the Hispanic Woman**
MONDAY
Nov 3, 2014
4:30pm

Student Center, Sprague/Carlton Room



For more information contact:
Joanna Ruggiero-Rivera,
Ruggieroworld@ny.acad.edu
Michelle Guerrero,
michelleguerrero@nyccsu.edu
Claudia Moreno-Fuentes,
morenofuent_gh@mail.ccsu.edu



Equal Opportunity Employer/Educator
All events are open to the CCSU community.
This event is being held at a handicap accessible location.

Emily May



WALK OF NO SHAME



Monday, November 10th at 6:30pm
 Constitution Room, Memorial Hall

For more information, contact Gretchen Korman at gkorman@nycc.edu

Walk of No Shame • Speech • Self-Defense Class at RECentral

UNDOCUMENTED:

Jose Antonio Vargas

LIFE
 LIBERTY
 FREEDOM

LISTEN
 TO HIS STORY

LOCATION: Alumni Hall
 November 5th
 TIME: 6PM



SPONSORED BY:
 SUBO'S MOSAIC & MEDIA BOARD

MOSAIC will show a
 Documentary "Documented"
 by Jose Antonio Vargas.

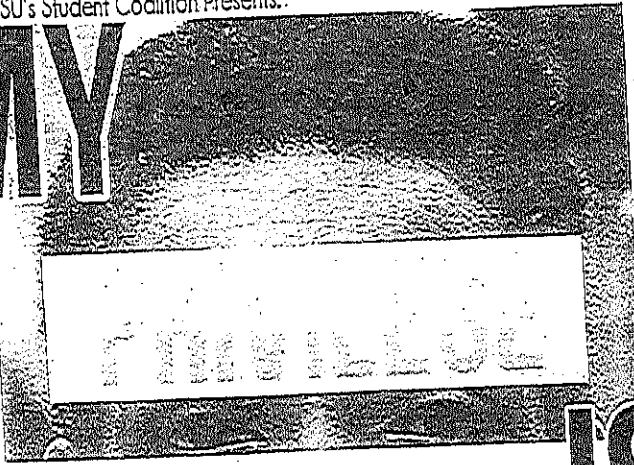
Repeating Schedule
 On the Week of 10/27/14
 12:00 | 3:00 | 7:00pm every day



Jose Antonio Vargas is the Pulitzer Prize-winning journalist who outed himself as an undocumented immigrant in a ground-breaking essay published in The New York Times Magazine in 2011. The article stunned media and political circles throughout the country and attracted world-wide coverage. Vargas has since testified at a United States Senate Judiciary Committee hearing on immigration reform, and has been at the forefront of challenging the media's coverage of undocumented immigrants.

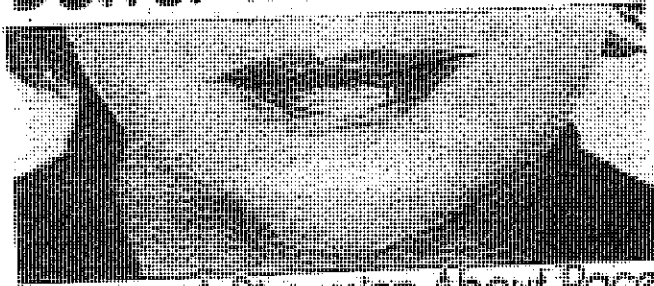
CCSU's Student Coalition Presents:

MY



Something is wrong with the color of our skin has shaped our lives. **REALIZE** We can't experience the daily disadvantage the looks, the way the hassles — that things in the world.

"Better than Yours!"



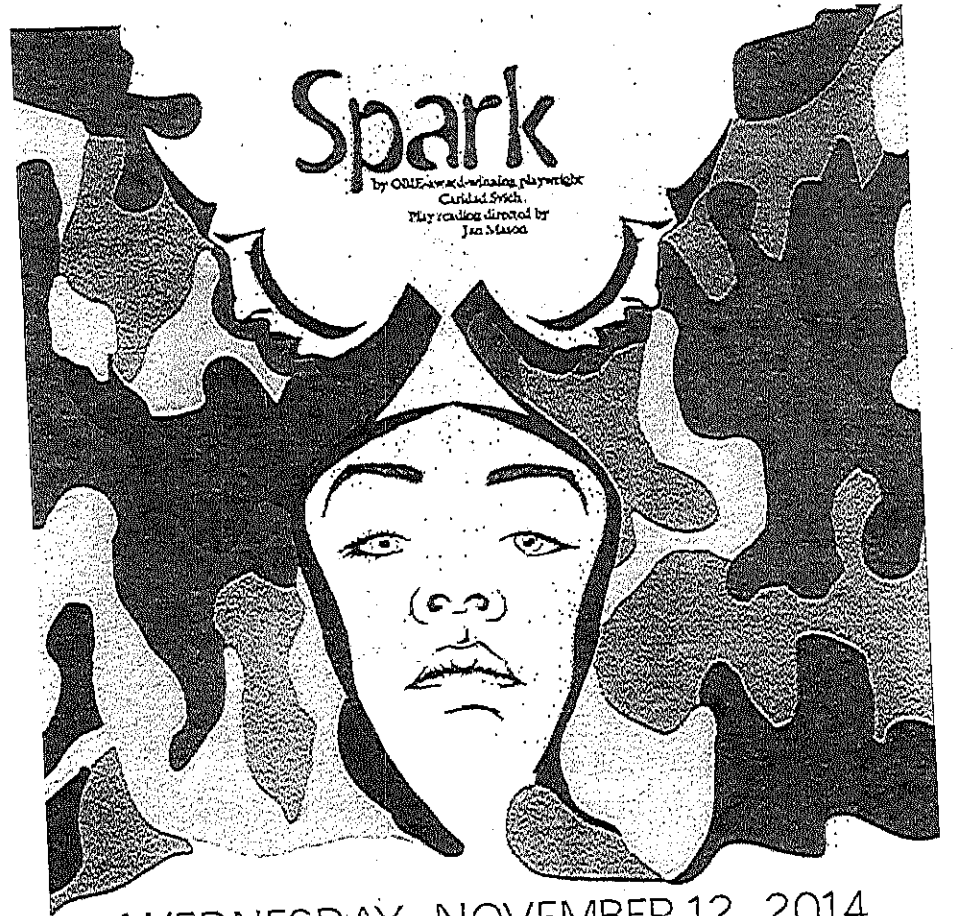
A Discussion About Race

Wed. Feb. 11, 2015

6 PM
Torp Theatre

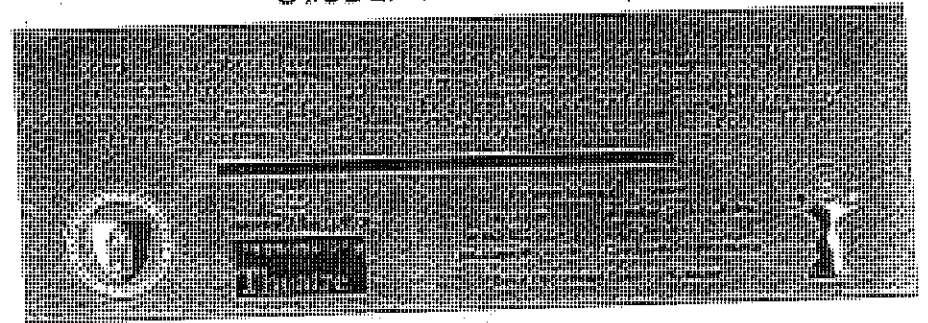
Spark

by OBU award-winning playwright
Candida Lynch
Play reading directed by
Jan Mason



WEDNESDAY, NOVEMBER 12, 2014

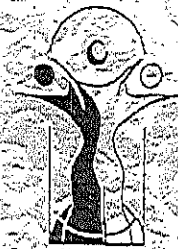
7:30 PM
SEMESTERS
STUDENT CENTER



Presented by the Ruthe Boyea Women's Center in collaboration with the Latin American Student Organization.

The REAL Latin Lover

An interactive discussion and presentation on **Domestic Violence in the Latino Community.**



Latina
Leadership, Personal
Development Group

Thursday February 12th
at 4:30 p.m to 6:30 p.m

Student Center
Sprague/ Carlton Room.

Certificate of attendance will be provided.

Co-sponsors:
Luzmila Ruzena-Blass,
Ruy Gencina Gonzalez,
Latina Leadership Committee

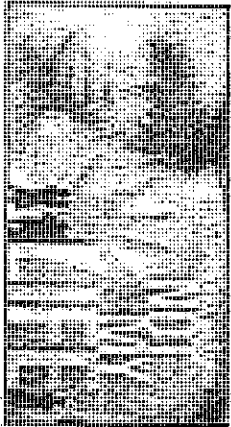
The WEAVING Monologues

DAY

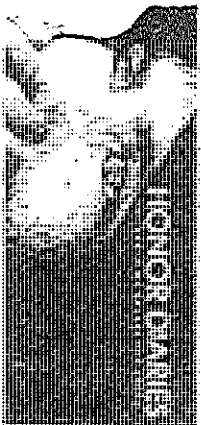
International Women's Day

Film Festival:

From **Not My Life**
Date: **Tuesday March 10 2015**
Time: **12:00pm**
Location: **Student Center**



Not My Life is a powerful and moving film that tells the story of a young girl who is forced to flee her home country and seek refuge in a foreign land. The film explores the challenges and hardships she faces as she adapts to a new culture and language. It is a poignant and thought-provoking work that sheds light on the experiences of refugees and immigrants.



From **Behind Ours**
Date: **Tuesday March 10 2015**
Time: **2:00pm**
Location: **Student Center**

Behind Ours is a film that explores the lives of women in a rural community. It follows the struggles and triumphs of several women as they navigate their daily lives, facing challenges such as poverty, discrimination, and family issues. The film is a powerful and moving work that sheds light on the experiences of women in rural areas.

Co-sponsors:
Luzmila Ruzena-Blass,
Ruy Gencina Gonzalez,
Latina Leadership Committee

IS THAT LOVE?

Written, Directed and Performed By: Jackie Simone
 Dance Performance By: Jonee Nichelle
 Davidson Hall Room 123
 Monday March 30, 2013
 7:30PM
 Free Admission
 Sponsor



Sin by Silence

Prison is safer than the love of your life.

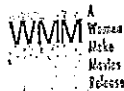
The Women's Center Presents:

SIN BY SILENCE

A Documentary about Domestic Violence

Mon Oct 28 12:15PM

Student Center Sprague Carlton Room



From behind prison walls, SIN BY SILENCE reveals the lives of extraordinary women who advocate for a future free from domestic violence. Inside the California Institution for Women, the first inmate-initiated and led group in the U.S. prison system, shatters the misconceptions of domestic violence.

Against the system and against the odds, the women of Convicted Women Against Abuse have risen to expose the stigma of the cycle of domestic violence. Through their stories of terror and hope, the viewer can begin to understand the cycle of violence, the signs of an abuser, and how each and every one of us is responsible for changing the tragedy of domestic violence.



domestic violence

2nd annual book discussion

Thursday, August 10, 2011
 6:00 PM - 8:00 PM
 Student Center Sprague Carlton Room

Book Title	Author	Book Discussion
...
...

For more information, contact the Women's Center at 360-534-2262 or visit our website at www.womencenter.org

Central Connecticut State University

BEER

BEDROOM

DO NOT DISTURB



February 12, 2014

7-8:30 pm

Torp Theater
Davidson Hall



BAR

THE HOOKUP

WHEN IT'S HOT AND WHEN IT'S NOT

FREE PRIZES!

For the first 75 attendees

Presented by: **CCSU Student Government Association**

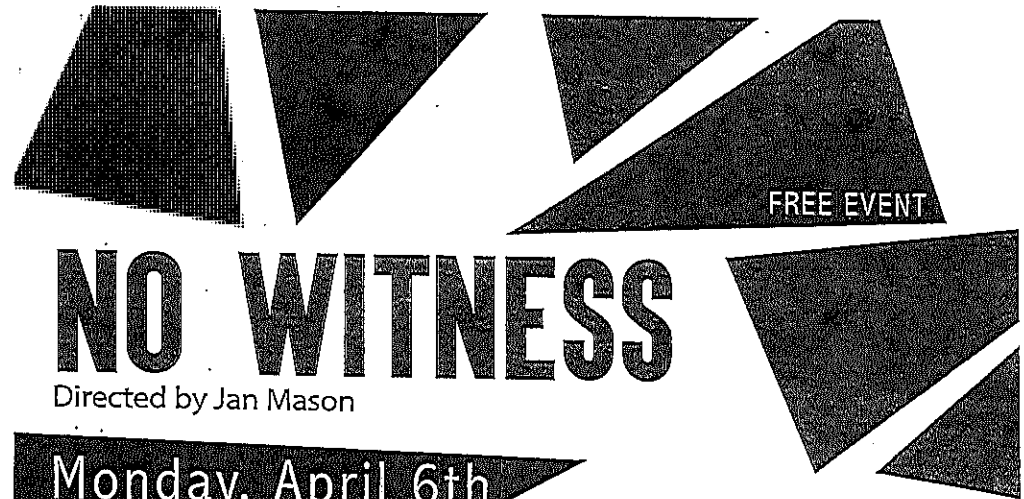


Funded by
Student Activity Fees



Supported by: The Red Flag Campaign, Office of Diversity and Equity, Women's Center, Student Affairs, Administrative Affairs, Residence Life, Athletics, Center for International Education, Greek Life, Student Government Association, Student Wellness Services, and Student Activities and Leadership Development

CCSU is an Equal Opportunity Employer



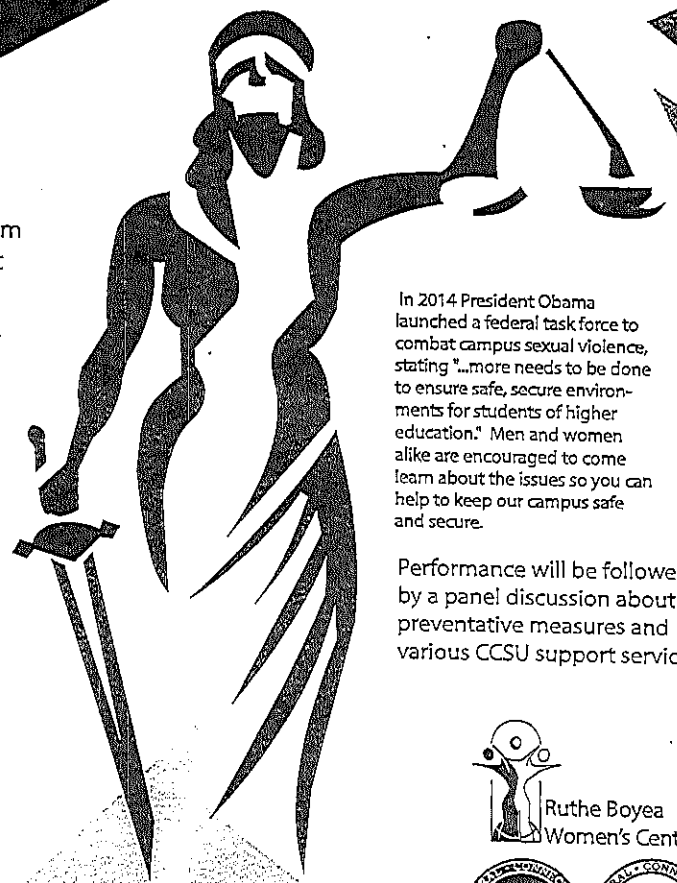
FREE EVENT

NO WITNESS

Directed by Jan Mason

Monday, April 6th
7:00 pm
Davidson 123

An Interactive Courtroom
Drama educating about
sexual assault on
college campuses.



In 2014 President Obama launched a federal task force to combat campus sexual violence, stating "...more needs to be done to ensure safe, secure environments for students of higher education." Men and women alike are encouraged to come learn about the issues so you can help to keep our campus safe and secure.

Performance will be followed by a panel discussion about preventative measures and various CCSU support services.

For more information contact:
Jan Mason
at 860-832-3156

Sponsored by:
The Theatre Department
& The Ruthe Boyea Women's Center



Equal Opportunity Employer

NOW Recruiting Facilitators & Volunteers

Event Date:
Friday, April 10, 2015
7am-2pm

Task for facilitators

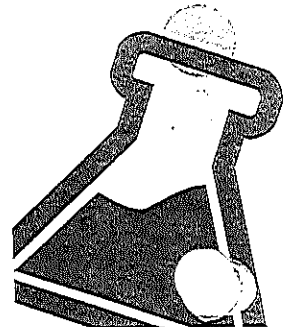
- Assist in facilitating prepared science and engineering experiments that will encourage girls' participation in STEM.
- Lead a discussion on the various employment opportunities available to girls in the field of STEM.
- Serve as a mentor to the girls during their visit on campus.
- STEM graduate students are encouraged to apply. Looks great on your RESUME!

Looking for female students in the STEM field to participate in the 2015 CCSU Girls in STEM Expo

Task for volunteers

For more information contact:

Jacqueline Cobbina-Boivin Ulricka Joseph
 at 860-832-1655 at 860-832-1655
 Cobbina-Boivin@ccsu.edu Ulrickajoseph@my.ccsu.edu



Like us on Facebook!
Ruthie Boyea Women's Center
Student Center Room 215

Equal Opportunity Employer/Educator
All events are open to the CCSU community.
This event is being held at a handicap accessible.



Friday, June 5th, 2015

Latin American, Latino, and Caribbean Center (LACC)

"Diplomacy 1, Democracy 0: the US embargo is over, long live the Cuban embargo"

by Professor Orlando Luis Pardo Lazo



Writer, photographer and social activist from La Habana
In 2009 his first story book *BEING HOME* was published in Cuba
In 2014 he was invited as Adjunct Professor of Creative Writing by Brown University

Twitter: @OLP1
Blog: [Lazos de Part-Revolution](#)

Reception at 5pm in Vance 106
and talk at 6pm in Vance 105



Celebrating the Caribbean Heritage Month
occurring in June

JOIN US!

DIVERSITY FORUM

Friday, March 26th
10am - 12pm
North Hall Living Room
Free food & beverages

Join faculty, staff, and student representatives from across CCSU campus to discuss the nature and challenges of diversity at CCSU. Share your experiences and ideas with others who are interested in promoting a more diverse and inclusive campus.

Sponsored by CCSU Philosophy department & the Office of Diversity & Equity



The Education Committee of the HACC
Proudly presents and invites you to
The 2015 Scholarship Awards
At CCSU, Connecticut room
1615 Stanley St New Britain CT, 06050

June 5th 2015 from 5pm-9pm

Dinner \$20.00

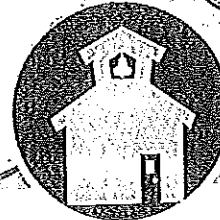
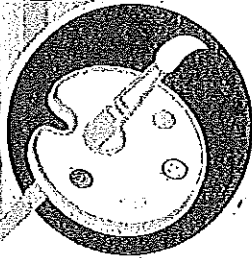
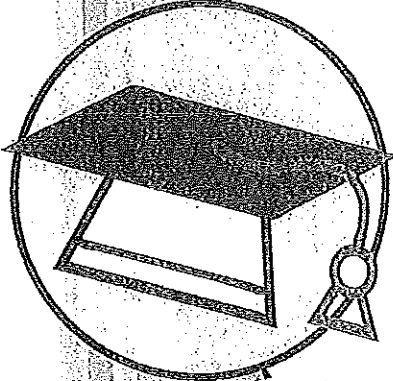
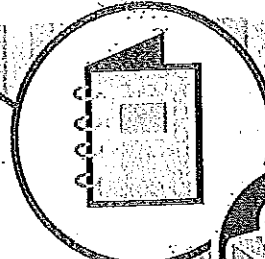
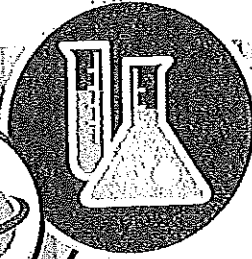
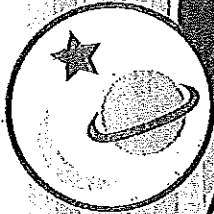
Make checks payable to HACC

For more information or confirmation of attendance
Please call:

Amgüico (860) 830-5319

Alfonso (203) 599-5787

www.hacc-chac.weebly.com



TO: All Employees
FROM: Office of Diversity and Equity
DATE: September 6, 2014
SUBJECT: Affirmative Action Plan 2012-13

The Office of Diversity and Equity invites all employees to read and review the CCSU's Affirmative Action Plan. Copies are available on-line at <http://www.ccsu.edu/diversityandequity> or in the following locations:

Office of Diversity & Equity	Office of the President
Human Resources	Elihu Burrit Library

Any comments regarding the Affirmative Action Plan should be directed to Rosa Rodríguez, Chief Diversity Officer and Title IX Officer of the Office of Diversity and Equity. Ms. Rodríguez is the person designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than February 28, 2014, so that the comments can be incorporated into the University's submission of its 2014-2015 Affirmative Action Plan.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/diversityandequity/>. The web page contains CCSU's Affirmative Action/Equal Employment Opportunity Policy Statement, Non-discrimination in Education and Employment Policy, BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, Sexual Harassment Policy, ADA Policy, and the CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints.

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Diversity and Equity, Davidson Hall, Room 102. Should you have any questions, please feel free to contact the office at 860-832-1652.

Soucy, Pamela (Diversity and Equity)

TO: Soucy, Pamela (Diversity and Equity) on behalf of Rodríguez, Rosa (Diversity and Equity)
Sent: Monday, January 12, 2015 8:56 AM
To: Academic Departments; Administrative Departments
Subject: Affirmative Action Plan

TO: All Employees
FROM: Office of Diversity and Equity
DATE: January 12, 2015
SUBJECT: Affirmative Action Plan

The Office of Diversity and Equity invites all employees to read and review the CCSU's Affirmative Action Plan. Copies are available on-line at Affirmative Action Plan or in the following locations:

Office of Diversity & Equity	Office of the President
Human Resources	Elihu Burrit Library

Any comments regarding the Affirmative Action Plan should be directed to Rosa Rodríguez, Chief Diversity Officer of the Office of Title IX Officer. Ms. Rodríguez is the person designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than February 28, 2015, so that the comments can be incorporated into the University's submission of its 2014-2015 Affirmative Action Plan.

For information relating to the University's policy on affirmative action, please visit the department's web page at CCSU Diversity & Equity Resources. The web page contains CCSU's Affirmative Action/Equal Employment Opportunity Policy Statement, Non-discrimination in Education and Employment Policy, Sexual Harassment Policy, BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, ADA Policy, and the CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints.

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Diversity and Equity, Davidson Hall, Room 102. Should you have any questions, please feel free to contact the office at 860-832-1652.

DiAgostino, Nicholas (Diversity and Equity)

From: McLaughlin, Mark (InstiAdv)
Sent: Wednesday, September 10, 2014 10:14 AM
To: Administrative Departments; Academic Departments
Subject: Message from Office of Diversity & Equity

From Rosa Rodríguez, Chief Diversity Officer & Title IX Officer

September 11, 2014

Dear University Community Members:

Central Connecticut State University strives to provide a campus that is welcoming to all and a learning environment that is open, supportive, and safe. As a community, we will not tolerate discrimination, violence, or harassment. Acts of sexual misconduct and intimate partner violence threaten personal safety and violate the standards of conduct expected of members of our university community. To prevent sexual assaults on the CCSU campus, we will continue to offer education and prevention programs for the campus community, and we will pursue all criminal and administrative remedies for complaints of sexual misconduct.

As you may have seen in the national or state media outlets, sexual assault and interpersonal violence continue to affect the safety of college communities across our state and country. In response to this crisis, the State of Connecticut has modified its laws to provide direction and guidance to all colleges and universities. Under new regulations and guidelines, CCSU will be training all faculty, staff, and students regarding Title IX, including sexual harassment, sexual assault and interpersonal violence prevention on an annual basis. Some of the important changes include the following and are available at <http://www.ccsu.edu/diversity/>:

- NEW! BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, which now requires all employees to report incidents of sexual assault
- Updated Procedures and Timetables for Processing of Discrimination, Harassment Intimate Partner Violence and Sexual Misconduct Complaints
- Title IX training must be completed on an annual basis.
- All CCSU employees must report to the Connecticut Department of Children and Families and the University's Office of Diversity and Equity whenever a person under eighteen (18) years of age may have been sexually assaulted.
- All CCSU employees must report allegations of sexual misconduct, stalking and intimate partner violence to the Office of Diversity and Equity (ODE) or Office or the Office of Student Conduct (complaints against students).

In the upcoming weeks, you will receive email notifications from the ODE or from one of our two vendors, Workplace Answers or Haven, regarding online training opportunities. In these sessions, you will find information on services for victims/survivors; guidance on expectations for communication, responsibility, and respect; and procedures to ensure each CCSU community member who reports or is a victim/survivor of sexual assault or intimate partner violence receives care, and accurate and complete information. Recognizing that we all learn differently, we will continue to offer in-person training sessions. I encourage all to complete either the online or the in-person training so that we can all support those who may need our help.

Should you have additional questions, please contact the ODE at 860-832-1652. The ODE is located in Davidson Hall 102. Additional information is available at <http://www.ccsu.edu/diversity/>.

Sincerely,

Rosa Rodríguez

Chief Diversity Officer and Title IX Officer
CCSU Office of Diversity and Equity

DiAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements
Sent: Monday, January 05, 2015 9:40 AM
To: Academic Departments; Administrative Departments
Subject: CCSU & New Regulations/Guidelines Regarding Sexual Harassment, Sexual Assault, & Interpersonal Violence

From Rosa Rodríguez, Chief Diversity Officer and Title IX Officer

Dear Faculty Members:

Central Connecticut State University strives to provide a campus that is welcoming to all and a learning environment that is open, supportive, and safe. As a community, we will not tolerate discrimination, violence, or harassment. Acts of sexual misconduct and intimate partner violence threaten personal safety and violate the standards of conduct expected of members of our university community. To prevent such acts on the CCSU campus, we will continue to offer education and prevention programs for the campus community, and we will pursue all criminal and administrative remedies for complaints of sexual misconduct. At this time, we are requesting that you include a statement on all your syllabi notifying students of your role and responsibilities, and the on-campus and off-campus services provided to victims of sexual misconduct, intimate partner violence and stalking. Please [click here](#) to download a copy of that statement.

As you may have seen in the national or state media outlets, sexual assault and interpersonal violence continue to affect the safety of college communities across our state and country. In response to this crisis, the State of Connecticut has modified its laws to provide direction and guidance to all colleges and universities. Under new regulations and guidelines, CCSU will be training all faculty, staff, and students regarding Title IX, including sexual harassment, sexual assault and interpersonal violence prevention on an annual basis. Some of the important changes include the following and are available at <http://www.ccsu.edu/diversity/>:

- NEW! BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, which now requires all employees to report incidents of sexual assault
- Updated Procedures and Timetables for Processing of Discrimination, Harassment Intimate Partner Violence and Sexual Misconduct Complaints
- Title IX training must be completed on an annual basis.
- All CCSU employees must report to the Connecticut Department of Children and Families and the University's Office of Diversity and Equity whenever a person under eighteen (18) years of age may have been sexually assaulted.
- All CCSU employees must report allegations of sexual misconduct, stalking and intimate partner violence to the Office of Diversity and Equity (ODE) or Office or the Office of Student Conduct (complaints against students).

Should you have additional questions, please contact the ODE at 860-832-1652. Thank you for helping us in meeting the needs of our students.

Happy New Year,

Rosa Rodríguez

From: Campus Announcements
Sent: Thursday, February 26, 2015 3:59 PM
To: Administrative Departments; Academic Departments
Subject: Message from Rosa Rodriguez, Chief Diversity Officer and Title IX Officer

Dear Colleagues:

I am proud to announce that through the collaborative efforts of students, faculty and staff we have launched a new sexual assault prevention campaign on our campus entitled *Stand Up CCSU*. This campaign will bring awareness to the issues of sexual assault, relationship violence and stalking while also providing tangible skills for how each of us can actively help to make our campus a safer and more inclusive environment. For more information on the campaign please visit www.ccsu.edu/diversity/StandUPCCSU.

I invite you to engage with this campaign in the following ways:

1. Attend and promote to students our Keynote Speaker: Dr. Jackson Katz, internationally renowned author, educator, filmmaker and cultural theorist

Topic: *More Than a Few Good Men: A Lecture on American Manhood and Violence Against Women*
Details: March 11, 2015 at 5:30 p.m. in Alumni Hall

- To schedule a class or group to attend: [Katz Group Registration](#) and for additional information, please contact Sarah Dodd
 - For more information on Katz and his work: <http://www.jacksonkatz.com/>
2. Encourage students and your colleagues to attend various other events. For a complete list see: <http://www.ccsu.edu/diversity/standupccsu/>
 3. Sign the Stand Up CCSU pledge on Monday, March 2nd between 11 am and 4 pm in the Student Center
 4. Schedule a 15 minute class presentation on bystander intervention. Contact sarahdodd@ccsu.edu for more information.
 5. Request a poster from the "Where Do You Stand" poster campaign for your office or area. Contact sarahdodd@ccsu.edu.
 6. Follow us on social media at #standupCCSU

This event is organized and/or sponsored by the following campus groups and is part of the University's Stand Up CCSU Campaign: Student Affairs, Diversity and Equity, Residence Life, Student Conduct, Student Wellness Services, Student Activities and Leadership Development, Office of Victim Advocacy and Violence, Prevention, Women's Center, Center for Public Policy and Social Research, Veterans Affairs, Criminology Department, Psychology Department, Athletics, Administrative Affairs, Inter Residence Council (IRC), Marketing & Communications.

Should you need additional information, please contact the *Where Do You Stand? Campaign* Co-chairs, Sarah Dodd, Victim Advocacy and Violence Prevention Specialist (860-832-3795) or Nicholas D'Agostino, Associate in ODE (860-832-1653).

From: Campus Announcements
Sent: Monday, March 23, 2015 4:32 PM
To: Administrative Departments; Academic Departments
Subject: Message from Rosa Rodriguez: New Sexual Assault Prevention Campaign

Dear Colleagues:

We are proud to announce that through the collaborative efforts of students, faculty and staff we have launched a new sexual assault prevention campaign on our campus entitled *Stand Up CCSU*. This campaign will bring awareness to the issues of sexual assault, relationship violence and stalking while also providing tangible skills for how each of us can actively help to make our campus a safer and more inclusive environment. For more information on the campaign please visit www.ccsu.edu/diversity/StandUPCCSU.

On behalf of the planning committee, we invite you to engage with this campaign in the following ways:

1. Encourage students and your colleagues to attend various other events. For a complete list see: <http://www.ccsu.edu/diversity/standupccsu/>

- Attend and promote to students a lecture by Dr. Tom Keith, filmmaker, anti-sexist activist, author, philosopher and creator of the film *THE BRO CODE: Masculinity and the Courage to Change*

Using his filmmaker, anti-sexist activist, author and philosopher perspective; Dr. Keith will discuss the elements in popular culture that instruct young men to womanize, devalue women's opinions, sexually objectify, and alienate and marginalize other men. As part of the "Bro Culture", young men are carrying a legacy of sexually objectifying women that ultimately contributes to high rates of sexual assault and rape. Ultimately, Dr. Thomas Keith argues that this Bro Culture is a destructive code for everyone, women and men.

During this presentation there will be screening of Dr. Thomas Keith's film, "The Bro Code" along with a sneak-preview of his new film the Empathy Gap. Come join us for this educational and awakening discussion

Topic: *THE BRO CODE: Masculinity and the Courage to Change*

Details: Tuesday, March 24, 2015 at 1:40 p.m. in Alumni Hall

To schedule a class or group to attend or to request more information, please contact Jacqueline Cobbina-Boivin at 860-832-1656.

For more information on Katz and his work <http://tomkeith.net/>

- Attend and promote CCSU's first TEDxCCSUSalon

At a TEDx salon, attendees watch TED Talks, sometimes host a few speakers and have informal discussions about the talks they witnessed. Salons re-engage your community and team during the time between your official TEDx events, and spark discussion on issues of interest to your local community.

Topic: *The Man Box: Discussing Gender, Masculinity and Male Privilege*

This interactive discussion facilitated by CCSU's William Fothergill, Associate Counselor in Student Wellness Services and Founder of the CCSU Man Enough Initiative

Details: Monday, March 30, 2015 @ 5:00 PM in CCSU' Memorial Hall, Connecticut Room

2. Take the Stand Up CCSU pledge

3. Schedule a 15 minute class presentation on bystander intervention. Contact sarahdodd@ccsu.edu or more information.
4. Request a poster from the "Where Do You Stand" poster campaign for your office or area. Contact sarahdodd@ccsu.edu.
5. Follow us on social media at #StandupCCSU

Stand UP CCSU is organized and/or sponsored by the following campus groups and is part of the University's Stand Up CCSU Campaign: Student Affairs, Diversity and Equity, Residence Life, Student Conduct, Student Wellness Services, Student Activities and Leadership Development, Office of Victim Advocacy and Violence, Prevention, Women's Center, Center for Public Policy and Social Research, Veterans Affairs, Criminology Department, Psychology Department, Athletics, Administrative Affairs, Inter Residence Council (IRC), Marketing & Communications, MOSAIC Center, The William A. O'Neill Endowed Chair, Office of the Chief Financial Officer.

Should you need additional information, please contact the *Stand Up CCSU Campaign* Co-chairs, Sarah Dodd, Victim Advocacy and Violence Prevention Specialist (860-832-3795) or Nicholas D'Agostino, Associate in ODE (860-832-1653).

Together we can stand up and end violence in our community.

Rosa

Rosa Rodriguez
Chief Diversity Officer and Title IX Officer
Office of Diversity & Equity
Central Connecticut State University
1615 Stanley Street
Davidson Hall, Room 102
New Britain, CT 06050
860-832-0178
860-832-1652 (ODE Office Assistant)

Sent on Behalf of ODE
Mark Warren McLaughlin, PhD
Associate Vice President
Marketing & Communications
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
mclaughlinm@ccsu.edu
860.832.0065
860.832.1796 (fax)
For Web Update Requests Please Use www.ccsu.edu/webrequest

Position Control # _____

Search # _____

Recommended Candidates

Department _____ Position Title/Rank _____

Instructions: See pages 31-32 of the **Hiring and Search Manual**.

A memorandum summarizing the search committee's assessment of all candidates listed as finalists in the AAP 3 or candidates interviewed must be attached. List the committee's recommended (unranked) candidates below.

Name of Recommended Candidate (For search committee use)	Gender/Race/Ethnicity (For ODE office use only.)	Recommended Salary (To be completed by the hiring manager)	Recommended Start Date	Special Terms/Conditions (If applicable)

RACE/ETHNICITY: W = White B = Black H = Hispanic O = Other U = Unknown

Reference checks having been completed for all recommended candidates.

Search Chair Date

Approvals: If the position supervisor is an Executive Committee member, the President's signature is required.

Hiring Manager (position supervisor) Date

Executive Committee Member (President, Vice President, or Chief Officer) Date

Chief Diversity Officer Date

Chief Human Resources Officer Date

NEW FACULTY ORIENTATION

Tuesday, August 26, 2014

Connecticut Room, Memorial Hall

- 8:15-8:45 a.m. Continental Breakfast
- 8:45-9:00 a.m. Welcome
Dr. Carl Lovitt, Provost and Vice President for Academic Affairs
Dr. Stephen Cohen, Faculty Senate President and Professor of English
Dr. Mary Ann Mahony, CCSU-AAUP President and Professor of History
Dr. Donald Rogers, Part-Time Advisory Committee Chair and Part-Time Lecturer of History
- 9:00-9:15 a.m. Succeeding as a Professor
Dr. Jack Miller, President
- 9:15- 9:30 a.m. Working with Students of Concern/Sexual Assault Protocol
Dr. Laura Tordenti, Vice President for Student Affairs
- 9:30 - 9:45 a.m. Threat Assessment Information
Dr. Richard Bachoo, Chief Administrative Officer
- 9:45 - 10:00 a.m. Human Resources Overview
Mr. Lou Pisano, Chief Human Resources Officer
- 10:00 - 10:15 a.m. Academic Integrity and Legal Issues
Atty. Carolyn Magnan, Special Assistant to the President
Dr. Kurt Love, Associate Professor, Teacher Education
- 10:15 - 10:30 a.m. Break
- 10:30 - 10:45 a.m. Office of Diversity and Equity Policies
Ms. Rosa Rodriguez, Chief Diversity Officer
- 10:45 - 11:00 p.m. Service Learning
Ms. Jessica Hernandez, Coordinator of Community Engagement
Dr. Reginald Simmons, Associate Professor, Criminology and Criminal Justice
- 11:00 - 11:15 p.m. International Education
Dr. Momar Ndiaye, Director of CIE
- 11:15 - 11:55 a.m. Introduction to the Library - Burritt Library, Main Floor
Dr. Carl Antonucci, Director, Library Services
Ms. Sharon Clapp, Assistant Librarian
- 12:00 -12:45 p.m. Lunch
- 1:00 - 2:55 p.m. Workshop on Effective Teaching Strategies
Dr. Mary Collins, Associate Professor of English, Current Director of CTFD
Dr. Kara Russell, Instructor of English, Incoming Director of CTFD
- 3:00 - 3:45 p.m. Academic Computing/Central Pipeline/Bb Learn - Vance Academic Center, Room 003
Mr. David Oyanadel, Instructional Design, Technology Resource Center Supervisor, IT
Ms. Lisa Washko, Instructional Technology Manager, Academic Computing, IT
Ms. Tina-Marie Rivera, Help Desk Manager, IT
- 4:00 - 5:00 p.m. CCSU-AAUP Reception - Constitution Room, Memorial Hall

SEXUAL HARASSMENT IS ILLEGAL!



It is prohibited by the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. The CSU Sexual Harassment Policy prohibits discrimination on the basis of sex in the workplace.

Sexual Harassment means "any unwelcome sexual advances or requests for sexual favors or any number of a sexual nature."

Examples of Sexual Harassment include:

- Unwelcome sexual advances
- Unwelcome sexual gestures
- Unwelcome sexual touching
- Unwelcome sexual comments
- Unwelcome sexual remarks
- Unwelcome sexual jokes
- Unwelcome sexual propositions
- Unwelcome sexual demands
- Unwelcome sexual threats
- Unwelcome sexual coercion
- Unwelcome sexual intimidation
- Unwelcome sexual harassment

CSU policies and procedures: Every member of the University's Sexual Harassment policy and procedures are available here: www.csu.edu/sexualharassment

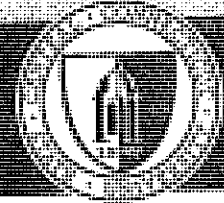
You're Not Alone!

Transitions may be reported to:
 Office of Diversity and Equity
 (All complaints)
 Civil Rights Office
 Pavilion Hall, Box 100
 916-432-1653

Equity Department
 Compliance against harassment
 Pavilion Hall, Box 100
 916-432-1240

Office of Student Conduct
 Compliance against harassment
 Pavilion Hall, Box 100
 916-831-1142

Office of Student Affairs
 Compliance against harassment
 Pavilion Hall, Box 100
 916-831-1142



California law requires that a sexual violence complaint be filed with the Commission on Human Rights and Opportunity (CHRO) within 180 days of the date when the alleged harassment occurred. www.chro.ca.gov

Equal Opportunity Department

D'Agostino, Nicholas (Diversity and Equity)

From: Soucy, Pamela (Diversity and Equity) on behalf of D'Agostino, Nicholas (Diversity and Equity)
Sent: Friday, September 19, 2014 9:08 AM
To: Academic Departments; Administrative Departments
Subject: Diversity Training

The Office of Diversity and Equity offers 3-hour State Mandated Diversity Training* Sessions annually for CCSU staff, faculty and students. The training consists of two components. The first segment focuses on ODE responsibilities, policies, and procedures. The second component will focus on a particular identity (i.e. race, religion, sex, sexual orientation etc.) as it relates to college students, campus life and/or classroom environments.

CCSU is committed to creating a campus culture where all members of our community are valued and affirmed. These sessions do not only support this initiative but enhances our sense of community. Please check the time and date that works best for you.

*CONN. GEN. STAT § 46a-54 (16). -To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.

Registration: <http://form.iotformpro.com/form/42243563129957>

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
615 Stanley Street, New Britain CT 06050
60-832-1653
nicholas.dagostino@ccsu.edu

D'Agostino, Nicholas (Diversity and Equity)

From: Soucy, Pamela (Diversity and Equity) on behalf of Rodriguez, Rosa (Diversity and Equity)
Sent: Tuesday, January 20, 2015 9:22 AM
To: Academic Departments; Administrative Departments
Subject: Title IX Training

Dear CCSU Employees:

If you have not attended a Title IX training session since September 2014 please use the following link to schedule your training date: [Spring 2015 Title IX Training Sessions](#). While we highly recommend attending one of the in-person sessions, the training is available in limited quantity through an online program. If you prefer to take the training online please fill out the following form: [Title IX Online Training Program](#).

Background:

Given the recent legislative changes regarding Title IX, Sexual Assault and Interpersonal Violence on college campus, the Office of Diversity and Equity is providing several training sessions on the topics. Currently all employees at the university are expected to take either the online or in person training regarding Sexual Assault and Interpersonal Violence Prevention.

Both federal and state laws clearly prohibit sexual harassment, sexual assault and interpersonal violence in the workplace and education settings – and yet it happens. On campuses large and small, women and men find themselves the unwilling target of unwelcomed sexual conduct that creates a hostile environment. It is critical that all students, employees, including managers, understand both the full range of behaviors that define sexual harassment, sexual assault and interpersonal violence and the pro-active steps they can take to prevent it.

As part of its mandate to eliminate discrimination, the Office of Diversity and Equity provides training for CCSU faculty, staff and students.

This session will help you:

- Define sexual harassment and Title IX (including sexual assault and interpersonal violence prevention)
- Know which laws prohibit it
- Recognize specific behaviors that constitute sexual harassment, sexual assault and interpersonal violence
- Deal with a case in your office
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibility
- Use remedies and procedures available through the University

Rosa Rodriguez
Chief Diversity Officer & Title IX Officer
J60-832-0178

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, March 24, 2015 5:17 PM
To: Rodríguez, Rosa (Diversity and Equity)
Subject: Mandatory Title IX Training Information & Registration

Dear CCSU Employees:

If you have not attended a Title IX training session since September 2014 please use the following link to schedule your training date: [2015 Spring Title IX Training Registration](#). While we highly recommend attending one of the in-person sessions, the training is available in limited quantity through an online program. If you prefer to take the training online please fill out the following form: [Title IX Online Training Program](#).

Background:

Given the recent legislative changes regarding Title IX, Sexual Assault and Interpersonal Violence on college campus, the Office of Diversity and Equity is providing several training sessions on the topics. Currently all employees at the university are expected to take either the online or in person training regarding Sexual Assault and Interpersonal Violence Prevention.

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- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibility
- Use remedies and procedures available through the University

Rosa Rodriguez
Chief Diversity Officer & Title IX Officer
860-832-0178

From: Soucy, Pamela (Diversity and Equity) on behalf of Rodríguez, Rosa (Diversity and Equity)
Sent: Monday, April 06, 2015 12:35 PM
To: Academic Departments; Administrative Departments
Subject: Title IX Training

Dear CCSU Employees:

If you have not attended a Title IX training session since September 2014 please use the following link to schedule your training date: [Spring 2015 Title IX Training Sessions](#). While we highly recommend attending one of the in-person sessions, the training is available in limited quantity through an online program. If you prefer to take the training online please fill out the following form: [Title IX Online Training Program](#).

Background:

Given the recent legislative changes regarding Title IX, Sexual Assault and Interpersonal Violence on college campus, the Office of Diversity and Equity is providing several training sessions on the topics. Currently all employees at the university are expected to take either the online or in person training regarding Sexual Assault and Interpersonal Violence Prevention.

Both federal and state laws clearly prohibit sexual harassment, sexual assault and interpersonal violence in the workplace and education settings – and yet it happens. On campuses large and small, women and men find themselves the unwilling target of unwelcomed sexual conduct that creates a hostile environment. It is critical that all students, employees, including managers, understand both the full range of behaviors that define sexual harassment, sexual assault and interpersonal violence and the pro-active steps they can take to prevent it.

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This session will help you:

- Define sexual harassment and Title IX (including sexual assault and interpersonal violence prevention)
- Know which laws prohibit it
- Recognize specific behaviors that constitute sexual harassment, sexual assault and interpersonal violence
- Deal with a case in your office
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibility
- Use remedies and procedures available through the University

Rosa Rodriguez
Chief Diversity Officer & Title IX Officer
860-832-0178

DiAgostino, Nicholas (Diversity and Equity)

From: Soucy, Pamela (Diversity and Equity)
Sent: Monday, April 06, 2015 10:05 AM
To: Academic Departments; Administrative Departments
Subject: Diversity Training

Please note, if you have completed diversity training, you do not need to attend these sessions.

The Office of Diversity and Equity (ODE) is offering a 3-hour State-Mandated Diversity Training* session that is required for all University employees.

The Diversity Training session for new and returning faculty is designed to provide information about the connections between teaching, learning and the creation of community in the classroom. Students learn most effectively when they are comfortable in the learning environment that faculty members create with them. Understanding the various types of diversity present in the group supports faculty members as they create learning communities in their courses.

The Office of Diversity and Equity has scheduled the training sessions as follows:

Tuesday, April 14, 2015 – 9:00 a.m. to 12:00 p.m. – Student Center – Philbrick Room – Intersectionality of Race, Gender and Sexuality

Tuesday, April 21, 2015 – 9:00 a.m. to 12:00 p.m. – Student Center – Philbrick Room – Topic TBD

Thursday, April 30, 2015 – 2:00p.m. to 5:00 p.m. – Student Center – Philbrick Room – Topic LGBT

The link below will allow you to register for this session. Please note that self-scheduling is on a first-come basis.

[CCSU State Mandated Diversity Training Registration Form](#)

*CONN. GEN. STAT § 46a-54 (16). – To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees...

Pam Soucy
Office of Diversity and Equity
360-832-1652

DiAgostino, Nicholas (Diversity and Equity)

From: Soucy, Pamela (Diversity and Equity)
Sent: Thursday, April 16, 2015 7:36 AM
To: Academic Departments; Administrative Departments
Subject: Diversity Training

Please note, if you have completed diversity training, you do not need to attend these sessions.

The Office of Diversity and Equity (ODE) is offering a 3-hour State-Mandated Diversity Training* session that is required for all University employees.

The Diversity Training session for new and returning faculty is designed to provide information about the connections between teaching, learning and the creation of community in the classroom. Students learn most effectively when they are comfortable in the learning environment that faculty members create with them. Understanding the various types of diversity present in the group supports faculty members as they create learning communities in their courses.

The Office of Diversity and Equity has scheduled the training sessions as follows:

Tuesday, April 21, 2015 – 9:00 a.m. to 12:00 p.m. – Student Center – Philbrick Room – Topic Religious Diversity

Thursday, April 30, 2015 – 2:00p.m. to 5:00 p.m. – Student Center – Philbrick Room – Topic LGBT

The link below will allow you to register for this session. Please note that self-scheduling is on a first-come basis.

[CCSU State Mandated Diversity Training Registration Form](#)

*CONN. GEN. STAT § 46a-54 (16). – To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees...

Rodriguez, Rosa (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, April 21, 2015 9:50 PM
To: Rodriguez, Rosa (Diversity and Equity)
Cc: Cobbina-Boivin, Jacqueline (WomensCtr); Dodd, Sarah J. (Diversity and Equity); Soucy, Pamela (Diversity and Equity)
Subject: Mandatory - Student Worker/Intern/Volunteer Training Program

This email is being sent on behalf of Rosa Rodriguez, the Chief Diversity Officer and Title IX Officer.

Dear Student Workers, interns and volunteers,

As the roles within our offices often involve our working with members of our community who are dealing with sensitive issues, I am requesting that you attend one of these two upcoming mandatory training sessions. Each session will focus on the various protocols that interface with our departments and assist you in meeting the needs of those who utilize our services.

The training is being offered this Friday April 24, 2015 from 9AM to Noon and from 1PM to 4PM in DiLoreto 309. Please let Sarah Dodd know which mandatory session you will be attending via email at sarahdodd@ccsu.edu.

Student Worker Employee Development Training - Morning Schedule

9:00 - 9:15 am	Introduction/welcome, Rosa
9:15 - 9:45 am	Threat Assessment Team, Richard Bachoo
9:45 - 10:15 am	Professionalism in the workplace, Rosa
10:15 - 10:45 am	Student Code of Conduct, Chris Dukes
10:45 - 10:55 am	Break
10:55 - 11:25 am	Title IX Policy and Procedure, Nick and Rosa
11:25 - 11:55 am	Helping Students as a Student Worker (scenario activity), Sarah & Rosa
11:55 - 12:00 am	Questions & Evaluation

Student Worker Employee Development Training - Afternoon Schedule

1:00 - 1:15 pm	Introduction/welcome, Rosa
1:15 - 1:45 pm	Threat Assessment Team, Richard Bachoo
1:45 - 2:15 pm	Professionalism in the workplace, Rosa
2:15 - 2:45 pm	Student Code of Conduct, Chris Dukes
2:45 - 2:55 pm	Break
2:55 - 3:25 pm	Title IX Policy and Procedure, Nick and Rosa
3:25 - 3:55 pm	Helping Students as a Student Worker (scenario activity), Sarah & Rosa
3:55 - 4:00 pm	Questions & Evaluation

Thank you,
Rosa

DAgostino, Nicholas (Diversity and Equity)

From: Soucy, Pamela (Diversity and Equity)
Sent: Wednesday, July 22, 2015 9:02 AM
To: Academic Departments; Administrative Departments
Subject: FW: Diversity Training Reminder

Good morning.

Reminder: If you have not completed Diversity Training and have not yet registered for the August 5th training, please use the link below to register.

Should you have any questions, please contact me at 2-1652 or at soucyp@ccsu.edu.

Thank you.

Pam Soucy
Office of Diversity and Equity
860-832-1652

From: Soucy, Pamela (Diversity and Equity)
Sent: Wednesday, July 08, 2015 10:52 AM
To: Academic Departments; Administrative Departments
Subject: Diversity Training

Please note, if you have completed diversity training, you do not need to attend this session.

Dear Colleagues:

The Office of Diversity and Equity (ODE) is offering a 3-hour State-Mandated Diversity Training[®] session that is required for all University employees. ODE offers 3-hour State Mandated Diversity Training[®] Sessions annually for CCSU staff, faculty and students. The training consists of two components. The first segment focuses on ODE responsibilities, policies, and procedures. The second component will focus on a particular identity (i.e. race, religion, sex, sexual orientation etc.) as it relates to college students, campus life and/or classroom environments.

This training has been scheduled for Wednesday August 5, 2015 - 9:00a.m. to Noon p.m. in Memorial Hall - Connecticut Room. The secondary topic for this session will focus on the LGBT community. The link below will allow you to register for this session. Please note that self-scheduling is on a first-come basis.

[CCSU State Mandated Diversity Training Registration Form](#)

Should you have any questions please contact myself or Pam Soucy at 860-832-1652.

Nicholas D'Agostini
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
1615 Stanley Street, New Britain CT 06050
860-832-1653
Nicholas.Dagostino@ccsu.edu

*CONN. GEN. STAT § 46a-54 (16). - To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees...

CCSU Diversity Training

September 5, 2014

1. 9:00am to 9:20am - ODE policies and procedures (20 Minutes)
 - a. Rosa Rodriguez, Chief Diversity Officer and Title IX Officer
 - b. Nicholas D'Agostino, Associate in Diversity and Equity
Diversity and Equity
CCSU Davidson Hall Room 102
860-832-1652
2. 9:20am to 9:50am - Student with Disabilities & Providing Reasonable Accommodations
 - a. Carolyn Fallahi
Professor and Chairperson
Department of Psychological Science
3. 9:50am to 10:00am -Break
4. 10:00am to Noon - CRS - Religious Cultural Diversity Panel

Coordinators:

- a. Ndidi Moses, Assistant United States Attorney (non-presenter)
- b. Sarala Nagala, Assistant United States Attorney (non-presenter)
- c. Azekah Jennings, Senior Conciliation Specialist for the Boston Region of CRS (presenter)

Panel Members -

Atif Quraishi, a member of the Muslim Community in Connecticut
Focus: Islam

Gary Jones, Anti-Defamation League, Director Connecticut Region
Focus: Judaism

Amarjit Singh, a member of the Sikh Community in Connecticut
Focus: Sikhism

Central Connecticut State University

Office of Diversity and Equity

Rosa Rodríguez
Chief Diversity Officer and Title IX Coordinator

Nicholas D'Agostino
ODE Associate and Investigator

Davidson Hall, 102
860-832-1652
<http://web.ccsu.edu/diversity/>

*"Respect for yourself,
Respect for others and
Responsibility for your actions."*

Dalai Lama

CCSU Diversity Training

- o CCSU Nondiscrimination Policy
- o Brief Overview of Title IX and the BOR Sexual Misconduct Policy
- o Key Definitions
- o Reporting Requirements

ODE Responsibilities

- o Nondiscrimination in Education and Employment Policy
- o Title IX Compliance
- o BOR\CCSU Sexual Misconduct Reporting, Support Services and Processes Policy
- o ADA Compliance
- o Equal Employment Opportunity and Affirmative Action

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (Intellectual, learning, mental and physical disability)	Sex (pregnancy and sexual harassment or misconduct)
Genetic Information	Sexual Orientation
Gender Identity or Expression	

Title IX is a...

- o Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- o Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence
- o <http://www.youtube.com/watch?v=IFAs9fejSl>

Discrimination Differential/Disparate Treatment

- Treat someone differently
- Based on individual's protected class status
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the University
- Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

Hostile Environment

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class (e.g., gender/sex)
- That unreasonably interferes with the person's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

• A case that indicates less than severe

Examples of Harassing Behavior

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical assault including sexual assault

Reasonable Person Standard

- Behavior that a reasonable person would consider offensive
- In the eye of the beholder. Impact - not intent!

Discrimination Disparate Impact

- A process, procedure or action that results in adverse impact towards members of a protected class.
- An action may not appear to be discriminatory on its face, but rather is one of discrimination based on its application or effect.

Disparate Impact – Case Law

Griggs v. Duke Power Company

- Issue: Using a high school diploma as a requirement for some clerical or blue collar work
- Data: 32% White men versus 12% Black men with HS diploma (disparate impact)
- Employer (defendant) was unable to defend link between the position and educational requirement.

Disparate Impact – Case Law

BEOC v. Dial Corporation

- o Issue: usage of a strength test as a job requirement
- o Data: 46% of hires were women prior to new criteria and only 15% were women after the new criteria
- o Defendants claimed the test mirrored job duties and resulted in fewer injuries
- o Evidence suggested the test was more difficult than job and the data showed fewer injuries started prior to new criteria
- o Dial found to have violated Title VII

Scenario 1:

Chao and Mai, Vietnamese refugees who resettled in the local area, had been employed at the University as maintenance workers for several years. About a month ago, shortly after a new supervisor took over the department, Chao and Mai were told that they should no longer speak their native language to each other at work, even while on break. Since that time Chao and Mai have been reprimanded for returning late from lunch and their supervisor has been watching them throughout their shift.

Is this a policy violation?

1. Yes
2. No
3. Unsure

Yes	0%
No	0%
Unsure	0%

What is the protected class status?

1. Sex
2. Race
3. National Origin
4. Religion
5. Color

Sex	0%
Race	0%
National Origin	0%
Religion	0%
Color	0%

Can an employer require employees to only speak English?

1. Yes
2. No
3. Depends

Yes	0%
No	0%
Depends	0%

Scenario 2

Jane works who works in the Events Management area finds the “off color” jokes told by other co-workers offensive. She has recently overheard them telling racial jokes which included the N-word. She mentioned it to her supervisor but he told her to ignore their behavior saying “they don’t mean anything by it.”

Is this a policy violation?

1. Yes
2. No
3. Unsure

Response	Percentage
Yes	0%
No	0%
Unsure	0%

What is the protected class basis?

1. Sex
2. Race
3. National Origin
4. Religion
5. Color

Protected Class Basis	Percentage
Sex	0%
Race	0%
National Origin	0%
Religion	0%
Color	0%

What type of harassment is this?

1. Differential treatment
2. Disparate impact
3. Hostile Environment
4. Unsure

Type of Harassment	Percentage
Differential treatment	0%
Disparate impact	0%
Hostile Environment	0%
Unsure	0%

Hate Crimes

Intimidation based on bigotry when a person, with specific intent, intimidates or harasses another person based on real or perceived race, religion, ethnicity, disability, orientation, or gender identity. Covered under this is physical contact, damages or defacing of property, threats by word or act, or there is a reasonable cause to believe that such an act will occur.

Workplace/Educational Environment Includes:

Any place a student/employee must be as part of their education/employment:

- buildings
- training
- study abroad
- transportation
- off-campus meetings
- conferences
- residence halls
- events/athletic
- classrooms

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

Retaliation

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.

Reporting Discrimination & Harassment

- Encourage reporting as soon as possible
- Administrators and supervisors **must** report incidents of discrimination/harassment
- Students and non-supervisory employees are strongly encouraged to report incidents of discrimination and/or harassment (different standard for Title IX)
- New as 2014. All employees must report incidents of sexual misconduct, stalking or intimate partner violence and/or gender discrimination to the Title IX Officer

Mandatory Reporting – BOR Sexual Misconduct Policy

- New Change—All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer*.
- Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

*Title IX Officer - Rosa Rodriguez
rosa.rodriguez@ccsu.edu
860-832-0178.

Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

Any university employee deemed a "mandatory reporter**" who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

Mandatory Reporting

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

Anna Suski-Lenczewski
CCSU's Chief Human Resources Officer
lenczewskia@ccsu.edu or 860-832-1757

Rights of Those Who Report

- To be treated seriously and with dignity
- Provided support services materials that include: on and off campus resources; information regarding reporting options (including campus police); information regarding their rights
- Provided with options for changing academic, housing, transportation and working arrangements
- The right to prompt handling of such matters

Rights of Alleged Victim & Accused:

- To be treated fairly and with respect
- The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does 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.
- To receive notice at the same time of the outcome
- The right to request a review of any decision regarding the sexual misconduct matter in which they are involved

What you can do

If you are the target of unwanted sexual attention or behavior:

- o Respond to the problem
- o Document—times, places, specifics of each incident and names of witnesses
- o Report
- o Don't remain silent

What you can do

If you are a bystander...

- o Help the victim make his/her feelings known
- o Follow the University policy and procedure
- o Support your co-workers or classmates—encourage reporting!

University Perspective Harassment & Discrimination

- o It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- o It won't be tolerated.
- o It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.

Complaint Procedures and Options

- o Internal Process: 90 day time frame
 - o Complaint Procedure -- See packet
- o External Process:
 - o CHRO (180 day timeframe)
 - o EEOC (180 day timeframe*)
- o OCR Process: 180 day time frame

* The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

On-campus Resources To report an incident:

Office of Diversity and Equity
(All complaints)
Chief Diversity Officer/
Title IX Officer
Rosa Rodriguez
860-832-1652
Davidson Hall, Room 102

CCSU Police
(Criminal complaints)
Emergency: 911
Rouina - Police Dispatch
860-832-2375

Any administrator

Office of Student Conduct
(Complaints against students)
Christopher Dukes
860-832-1667
Willard Hall, Room 107

On-campus Resources Someone to talk to:

CCSU Victim Services
Sarah Dodd
860-832-3795
DiLoreto 207
Women's Center
Jacqueline Cobbina-Bolvin
860-832-1655
Student Center, Room 215
Residence Life
860-832-1660
Barrows Hall, Room 120

Student Wellness Services*
(Confidential)
Health Services:
860-832-1925
Counseling Services:
860-832-1945
Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

*This office is the only office at CCSU staffed with confidential counselors.



Off-campus Confidential Resources

- o YWCA Sexual Assault Crisis Service
24 Hour Hotline: 860-223-1787
24 Hour Spanish Hotline: 888-568-8332
- o Prudence Crandall Center for Domestic Violence
24 Hour Hotline: 888-774-2909
- o Suicide Prevention Lifeline
24 Hour Hotline: 800-273-8255
- o Hospital of Central Connecticut
100 Grand Street
New Britain, CT 06050
860-224-5011

Student Disability Services at Central Connecticut State University

CAROLYN R. FALLAHL, PH. D.
FACULTY LIAISON TO SDS

Why Accommodations?

- Provide "equal access through accommodations" (U: of Washington, n: d)
- They have the ability to succeed.
- But, services are underutilized.

LAWS IDEA (Individuals with Disabilities Education Act) (IDEA)

- National federal special education law.
- Provides Individualized Education Programs to students who are eligible.
- Requires states to state regulations and **MUST** include all of the provisions within IDEA.
- There may be additional laws pertaining to individual states.

www.irs.org

IDEA (2004)

- New definitions of Transition Services.
- Schools must help students transition to post-school activities.
- Focus on outcomes -- meaning that they want to make sure that the student is able to be successful.

AMERICAN DISABILITIES ACT (ADA) of 1990

- IDEA only applies from elementary through high school aged students.
- ADA Applies to all public and private colleges and universities (not religious).
- Purpose: to prevent discrimination against individuals with disabilities the "right to participate in or benefit from services, programs, or activities that they provide."

www.ada.gov

ADA (2010)

- Applies to all colleges and universities that accept any type of federal financial assistance for any program or service.
- Purpose: to prevent discrimination against individuals with disabilities.

Section 504 Rehabilitation

- You cannot deny services or discriminate against an otherwise qualified person who has a disability.
- Colleges/universities must demonstrate compliance if receiving aid from the government.

How do these laws impact us?

- We **MUST** remove any barriers to learning for the student.
- Or Provide reasonable modifications to rules, policies, or practices.

College vs. High School

- We are **NOT** mandated to seek out those students who **MIGHT** have a disability and test them.
- Students must **ASK** for what accommodations they feel they need and then provide the appropriate paperwork.
- Students **MUST** advocate for themselves.
- These accommodations **MUST** be renewed and reviewed each semester.

Definition of Disability

- Person who:
 - Has a physical or mental impairment.
 - Substantially limits 1 or more major life activities.
 - Has a record of the impairment.
 - Or is regarded as having an impairment.
- Is qualified to be admitted to the program either with or without the accommodation.
- Has a disability that **SUBSTANTIALLY** limits a major life activity.
- The program would not have to endure substantial changes, adjustments, or modifications.

ADA Limit of Core Function

- Substantial limitation – compared to most people.
- Presumptive Disabilities – no disabilities are automatically included, but there are a number that few would argue about.
- How are the Major Life Activities performed?
- Mitigating measures.

The LIST!

- Deaf
- Blind
- Intellectual Disability
- Missing limbs
- Wheelchair
- Autism
- Cancer
- Cerebral Palsy
- Diabetes
- Epilepsy
- Multiple Sclerosis
- HIV
- Major Depressive Disorder
- Bipolar Disorder
- PTSD
- Traumatic Brain Injury
- Obsessive Compulsive Disorder
- Schizophrenia

Responsibility on our end

- Once the student has sufficiently documented a disability;
- We must provide reasonable accommodations or modifications.
- They should not be given unfair advantage.
- Require significant alteration to the program.
- Result in the lowering of academic or technical standards.
- Cause the college to incur financial hardship.
- The accommodations must be provided in a timely manner.

What can I do?

- Disability Statement.
- Where are campus resources?
- Define course requirements thoroughly.
- Provided printed materials early.
- Provide important information in both oral and written formats.
- Read aloud.
- Provide students copies of your outlines/ppts.

What can I do?

- Keep instructions brief and uncomplicated. Repeat.
- Allow time for questions.
- Captioned videos
- Study guides/review sheets.
- Multiple methods for course assessment.
- Stress ideas rather than mechanics.

What can I do?

- Contact us.

Carolyn R. Fallahi, Ph. D.
Faculty Liaison: Student Disability Services
fallabic@ccsu.edu
860-832-3114

CULTURAL COMPETENCE




Engaging and Building Relations with American Muslims

OBJECTIVES
DURING NON-EMERGENCY SITUATIONS

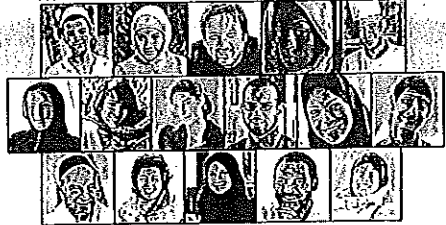
- 1. EDUCATE** for Understanding
- 2. ENGAGE** for Success

CULTURAL COMPETENCE

- Awareness, knowledge, skills
- about culture and religion to
- effectively engage with
- diverse communities

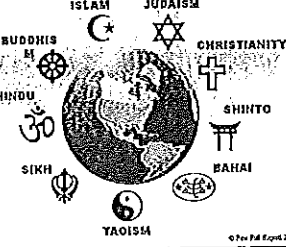


AMERICAN MUSLIMS ARE DIVERSE

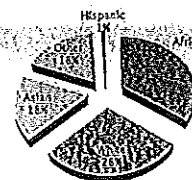


U.S. RELIGIOUS DIVERSITY

- 51% Protestant
- 24% Catholic
- 16% Unaffiliated or no religion
- 5% Non-Christian (Muslim, Jews, Buddhist, Sikhs & others)
- 3% Other Christian (Mormons, Jehovah's Witnesses & others)
- 1% Unsure/Refused



American Muslim Racial / Ethnic Breakdown



- AMERICAN MUSLIMS**
- They are 60% women and 40% men
- 40% are married
- 72% American Muslims are self-employed or work for pay in 6% of general public

ISLAM, CHRISTIANITY & JUDAISM SHARE MANY BELIEFS

- One God ("Allah" means God in Arabic)
- Angels: Archangel Gabriel and others
- Prominent figures: Adam, Eve, Abraham, Noah, Moses, Mary, Jesus and others
- Revelation and Holy Books: Torah, Bible, and Qur'an
- Day of Judgment

PRACTICES OF MUSLIMS


- **BELIEF:** One God and Muhammad is a messenger of God
- **PRAYER:** Five times a day, Friday and holidays
- **FASTING:** Dawn to sunset during Ramadan
- **CHARITY:** Payment of 2.5% of wealth to poor
- **PILGRIMAGE:** To Mecca

COMMON TERMINOLOGY

- **ISLAM:** Religion, from the Arabic root meaning peace
- **MUSLIM:** Person who practices or identifies with Islam
- **QUR'AN:** The holy book of Muslims, like the Gospels and the Torah
- **MASJID OR MOSQUE:** Place for worship, religious education, and fellowship, similar to a church or temple

QUR'AN CONSIDERATIONS


- Treat respectfully like any holy text
- Do not throw, deface, place something on top of or place on the floor
- It is common to keep the Qur'an in purses, bags, cars etc.



DRESS MODESTLY

- Women may cover hair (hijab) and/or face
- Men may have beard and wear cap (kufi)
- Women and men may wear loose attire
- Exchange between men and women may be more formal
- Some men and women may not shake hands
- Wait for person of opposite gender to extend their hand

THANK YOU!



- **E Pluribus Unum**
- (Out of Many One)

Orientation and Gender

True Colors, Inc.
 30 Arbor Street, Suite 201A
 Hartford, CT 06106
 860-232-0050
www.ourTrueColors.org

Goals & Agreements

- › Ensure that CCSU is safe and welcoming to all students, faculty and staff
- › Increase understanding and knowledge
- › Identity opportunities for supportive Interventions
- › Respect
-
-
- › Ouch/Oops
- › ELMO
- › WAIT
- › Others?



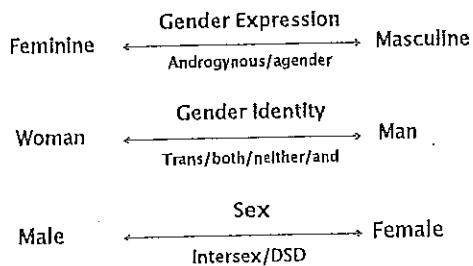
The Impact of Silence

- 1) Name the 3 most important people or relationships in your life
- 2) Name 3 places that have special meaning or significance to you
- 3) List 3 life events or topics of conversation that you usually talk with your friends about
- 4) List 3 things you do when you are not sleeping or working

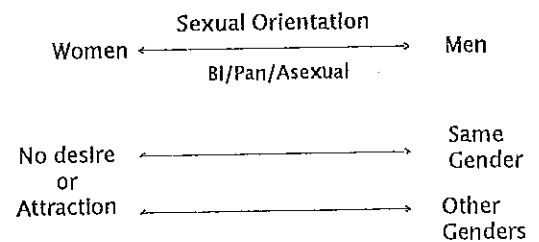
The Impact of Being Silenced

- Social Isolation
- Depression, anxiety, suicidality & other mental health risks
- Secrecy, concealment strategies can lead to unending stress
- Increased abuse of Substances
- Significantly higher rates of cigarette smoking
- Homelessness
- Sexual acting out, higher STD and HIV/AIDS transmission

Gender Exists on a Continuum



Orientation exists on a continuum



The Basics*

The Genderbread Person v2.0

Gender, Sex, Expression, Attraction, Mostly

Gender: Male, Female, Trans, Genderless
 Sex: Male, Female, Trans, Genderless
 Expression: Masculine, Feminine, Androgynous, Genderless
 Attraction: Straight, Gay, Bi, Trans, Genderless
 Mostly: None, Some, All

www.genderbreadperson.com

Views, Values & Responsibilities

Personal Views and Values

Professional Responsibilities

Your Family of Origin's Views (past)

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

View	Percentage
Positive	100%
Mostly Positive	0%
Mostly Negative	0%
Negative	0%

Views & values within Your Race, Culture or Ethnicity

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

View	Percentage
Positive	100%
Mostly Positive	0%
Mostly Negative	0%
Negative	0%

Views and values within your Community of Faith

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

View	Percentage
Positive	100%
Mostly Positive	0%
Mostly Negative	0%
Negative	0%

Your personal views (currently)

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

View	Percentage
Positive	100%
Mostly Positive	0%
Mostly Negative	0%
Negative	0%

College/University Stressors

- › Developmental Tasks of Young Adulthood
- › Anti-LGBT Sentiments and Harassment
- › Residences, Roommates, Rejection oh my

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Prevention & Best Practices

- › Academic Life:
 - Inclusive Curriculum
 - Classroom Environment
- › Inclusive Policies
- › Institutional Commitment
- › Counseling and Health
- › Student Life
- › Campus Safety
- › LGBT recruitment and retention

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Scenarios

- › Identify the potential issues and concerns of each party in the scenario.
- › What is the University's perspective on the situation likely to be?
- › How, specifically, would you respond? How might you help?

15

Sex (Body)

- SEX refers to the body
- Chromosomes, Internal and external reproductive organs
- Much diversity exists even at this level (Intersex)
 - Chromosomal (XX, XY, XXY, XYY, XO)
 - Reproductive differences

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Gender Identity (Mind)

- One's Inner Psychological Sense of Being a Man or a Woman
- May (or May Not) Be in Concert with One's Sexed Body
- Exists as continuum of thoughts, feelings, and (socially constructed) behavior, clothing, mannerisms
- Non-traditional Gender Expression or Gender Variance is Often (Mistakenly) Assumed to Be a Result of Same Sex Orientation

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Transgender

- A global term that encompasses a wide continuum of people who do not fit neatly in traditional gender boxes
- Includes:
 - Gender Variance in role, dress (expression), behavior
 - Cross-dressing
 - Androgynous Gender Expression
 - Gender Queer
 - Transsexuality

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Sexual Orientation

- ▶ Is defined as one's emotional, romantic and erotic attractions, toward another for the most part AND over a period of time
 - It is about Feelings rather than behavior
 - May Be Fluid Over Time
- ▶ Exists on a Continuum
- ▶ Crosses all dimensions of diversity (race, ethnicity, religion, class, ability, etc.)

11

True Colors, Inc

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, research and direct services to youth and those responsible for their well-being. We can be reached at 822.555.3551 or on the web at www.truecolors.org

Our Programs Include:

- ▶ **Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) Youth Mentorship** True Colors provides CT's only mentorship program for sexual and gender minority youth
- ▶ **Professional Consultation and Training** True Colors provides values education and skill building training for more than 1,000 youth serving professionals annually
- ▶ **Foster parent recruitment (especially for teenagers)** We recruit potential foster parents specifically to support the needs of teenagers in care.
- ▶ **The Safe Harbor Project** This very unique joint True Colors and DCF program focuses on policy and procedures for LGBTI youth in out-of-home care.
- ▶ **Youth Leadership Development** These programs include high school and college Gay/Straight Alliance (GSA) events and forums and other leadership opportunities for youth. In addition, we provide direct advocacy for youth dealing with harassment in school.
- ▶ **Annual LGBTIA Youth Issues Conference** Every March, True Colors organizes and produces the largest and most comprehensive LGBTI and ally conference in the country bringing thousands of youth and youth serving professionals from across the country together for exciting workshops, training, entertainment and activities.

21

**United States Attorney for the District of Connecticut
United States Department of Justice Community Relations Service***

Islam, Sikhism and Judaism Religious Cultural Training

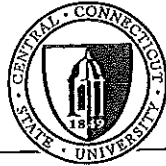
Program Purpose:

- To familiarize participants with some of the customs and cultural aspects of Islam, Sikhism, and Judaism
- To assist participants to avoid behavior and actions that may be perceived as offensive or disrespectful to adherents of Islam, Sikhism, and Judaism.
- To strengthen relationships and build bridges between adherents of Islam, Sikhism and Judaism and other practitioners and non-practitioners of other faiths.
- To cultivate working partnerships with the entire Central Connecticut State University community, including administrators, faculty and campus police.
- To address specific faith-based concerns of adherents of Islam, Sikhism and Judaism within the educational academic environment.
- To address aspects of each faith that consideration of accommodations might be required.

Program Format:

Each presenter will conduct a thirty (30) minute presentation which will include questions from the audience on the particular subject matter.

*Community Relations Service (CRS) - Their mission is to help local communities address community conflicts and tensions arising from disputes, disagreements, or difficulties over race, color, and national origin. CRS also helps communities develop strategies to prevent and respond to violent hate crimes on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion or disability. CRS is a conflict resolution agency that provides mediation, facilitation, training, and consulting services to help communities enhance their ability to independently prevent and resolve future conflicts. CRS uses conflict resolution strategies and does not investigate, prosecute, impose solutions, assign blame, or assess fault. CRS is required by law to conduct its activities in confidence and without publicity and is prohibited from disclosing confidential information about cases in which the Agency has provided services. See this link: <http://www.justice.gov/crs>.



CCSU Police Annual Training

August 5, 2014

Sexual Assault, Harassment and Interpersonal Violence Prevention

1. 8:30 – 9:00 AM Office of Diversity and Equity
 - a. Rosa Rodriguez, Chief Diversity Officer
 - b. Nicholas D'Agostino, Associate in Diversity and Equity
Diversity and Equity
CCSU – Davidson Hall 102
860-832-1652
2. 9:00 – 10:00 Sexual Assault Crisis Services
 - a. Liz Halla-Mattingly, Volunteer Coordinator
Sexual Assault Crisis Service
YWCA New Britain
(860) 225-4681 ext. 203
3. 10:00 – 10:15 Break
4. 10:15 - 11:00 Prudence Crandall
 - a. Adam Grabowski, Director of Advocacy and Community Engagement
 - b. Kaitlin Frawley, Community Education Coordinator
Prudence Crandall Center
P.O. Box 895
New Britain, CT 06050
www.prudencecrandall.org
5. 11:00 – 12:30 U.S. Attorney's Office - Department of Justice
 - a. Felice M. Duffy
Assistant United States Attorney
United States Attorney's Office
District of Connecticut
157 Church Street, 25th Floor
New Haven, CT 06510
203-821-3700

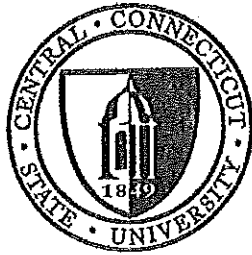
Central Connecticut State University

Title IX Awareness and Prevention Training

November 10, 2014, 9-12

Torp Theatre

- | | |
|--|--|
| 1. Introduction | Rosa Rodríguez, Chief Diversity Officer & Title IX Officer |
| 2. Board of Regents Policies and University Procedures | Nicholas D'Agostino, Associate in Diversity & Equity |
| 3. Intimate Partner Violence Awareness and Prevention | Prudence Crandall Center, Inc. <ul style="list-style-type: none">• Kaitlin Frawley, Community Outreach Coordinator• Adam Grabowski, Director of Advocacy and Community Engagement |
| 4. Sexual Assault Awareness and Prevention | Connecticut Sexual Assault Crisis Services, Inc. <ul style="list-style-type: none">• Bethany Hamilton, Director of Prevention and Programs |
| 5. Question/Answer | All |



Central Connecticut State University

Title IX Training Program
May 20, 2015 from 1:00 to 4:00 PM
DiLoreto Room 309

- Introduction Rosa Rodríguez, Chief Diversity Officer & Title IX Officer
- Board of Regents Policies and University Procedures Nicholas D'Agostino, Associate in Diversity & Equity
- Sexual Assault, Intimate Partner Violence & Stalking Awareness and Prevention Sarah Dodd, Sexual Assault and Violence Prevention Specialist
Office of Victim Advocacy
- Question/Answer All

Material Provided:

- ODE Presentation
- Office of Victim Advocacy Presentation
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- CONNSACS statistical fact sheets
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)

Central Connecticut State University

Office of Diversity and Equity

Rosa Rodríguez
Chief Diversity Officer and Title IX Coordinator

Nicholas D'Agostino
ODE Associate and Investigator

Sarah Dodd
CCSU Victim Advocate

Davidson Hall, 102
860-832-1652
<http://web.ccsu.edu/diversity/>

*"Respect for yourself,
Respect for others and
Responsibility for your actions."*

Dalai Lama

CCSU Title IX Training

- o CCSU Nondiscrimination Policy
- o BOR Sexual Misconduct Policy
- o Title IX: Understanding sexual assault, intimate partner violence and stalking
- o Definitions
- o Mandated Reporting
- o Complaint Procedures
- o On- and off-campus resources

ODE Responsibilities

- o Nondiscrimination in Education and Employment Policy
- o Title IX Compliance
- o BOR\CCSU Sexual Misconduct Reporting, Support Services and Processes Policy
- o ADA Compliance
- o Equal Employment Opportunity and Affirmative Action

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (Intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation
Gender Identity or Expression	

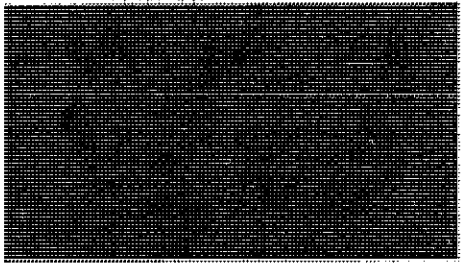
Discrimination Differential/Disparate Treatment

- o Treat someone differently
- o Based on individual's protected class status (e.g. sex, gender)
- o Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the University
- o Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

Title IX is a...

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence
- <http://www.youtube.com/watch?v=JFAs9feglsI>

Know Your IX



**Sexual Misconduct:
Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

**Quid Pro Quo:
"This For That"**

- Subjected to unwelcome requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of supervisory or power relationship over the person being harassed

Hostile Environment

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class (e.g., gender/sex)
- That unreasonably interferes with the person's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

• A hostile environment can be created as severe

Forms of Harassment

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical Assault

Workplace/Educational Environment Includes:

Any place a student/employee must be as part of their education/employment:

- buildings
- training
- study abroad
- transportation
- off-campus meetings
- conferences
- residence halls
- events/athletic
- classrooms

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

Facts About Sexual Harassment

- o The victim as well as the harasser may be a man or a woman.
- o The victim does not have to be of the opposite sex.
- o The harasser can be the victim's supervisor, faculty, student, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

Sexual Misconduct: Sexual Exploitation

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.

Sexual Misconduct: Sexual Assault

Sexual assault may include a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

Intimate Partner Violence

- o The term "intimate partner violence" describes physical, sexual, or psychological harm by a current or former partner or spouse.
- o Relationship violence may also include physical abuse, threat of abuse, and emotional abuse.

Stalking

Stalking is one person's repetitive and willful following or lying in wait behavior towards another person that causes that other person to reasonably fear for his or her physical safety. Relationship violence may also include physical abuse, threat of abuse, and emotional abuse.

Scenario 1:

A faculty member of a university's history department repeatedly, over weeks, touches and makes suggestive remarks to a female graduate engineering student while waiting for the university's shuttle bus and riding on the bus. As a result, the student stops using the bus and walks the long distance between her classes.

Is this a policy violation?

1. Yes
2. No
3. Unsure

Response	Percentage
Yes	100%
No	0%
Unsure	0%

What type of sexual harassment is this?

1. Hostile Environment
2. Sexual Assault
3. Stalking
4. All of the above
5. None of the above

Response	Percentage
Hostile Environment	44%
Sexual Assault	0%
Stalking	0%
All of the above	56%
None of the above	0%

What would you do first in this situation?

1. Question the student about the situation
2. Contact your supervisor (e.g., dean, director)
3. Contact Rosa Rodriguez, Title IX Officer
4. Refer the student for services

Response	Percentage
Question the student about the situation	13%
Contact your supervisor (e.g., dean, director)	0%
Contact Rosa Rodriguez, Title IX Officer	88%
Refer the student for services	0%

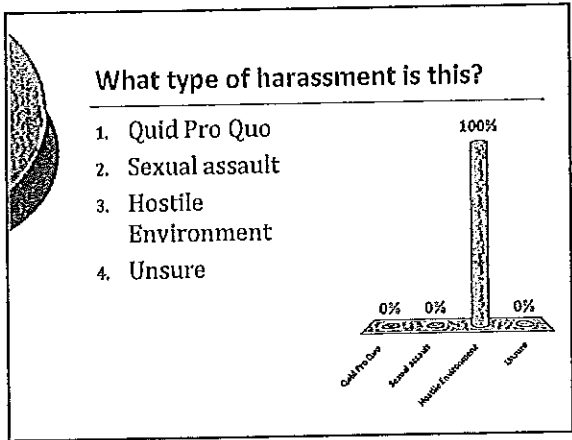
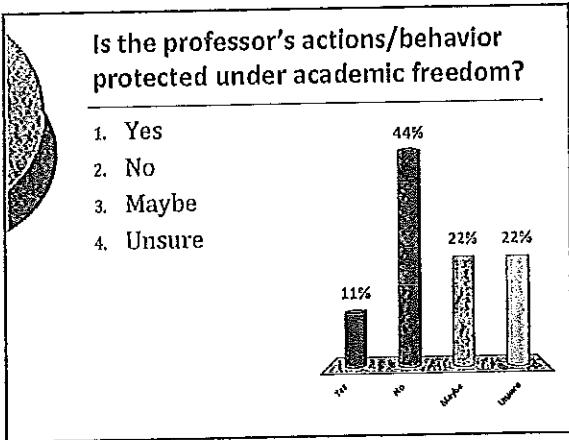
Scenario 2

A professor constantly chooses to illustrate his teaching points by using sexual innuendos (overtones). When confronted by irate students, he states that he is protected under academic freedom and is free to utilize creative teaching methods and cannot be accused of sexual harassment while lecturing in a classroom.

Is this a policy violation?

1. Yes
2. No
3. Unsure

Response	Percentage
Yes	89%
No	0%
Unsure	11%

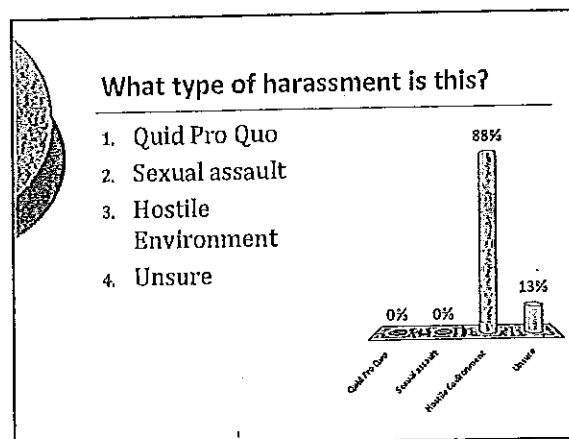
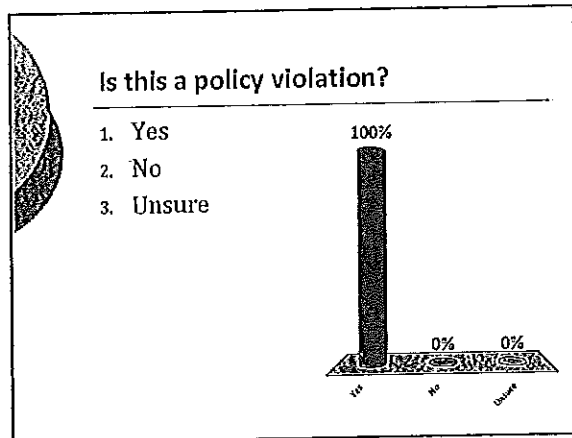


Scenario 3


Jamal is a shy young man who is entering his first year of college with some trepidation. When assigned to a co-ed dorm, he feels some anxiety about how to act around the female students. As a ritual, some of the female "pledges" in a sorority decide what Jamal needs is to "be with a woman." They wager a bet to who can get Jamal in bed first. Several of the students approach him over the course of the next week with all kinds of subtle and not-so-subtle offers. He routinely blushes, says, "No thanks" and walks away.

One of the few friends Jamal has senses some increasing discomfort in him and asks what's wrong? "Nothing, I'm fine," is all Jamal will say.

Jamal never tells anyone about the situation and the behavior escalates. Jamal becomes withdrawn and rarely leaves his room except to go to class.



What would you do to help Jamal?



Reporting Discrimination & Harassment


- Encourage reporting as soon as possible
- Administrators and supervisors **must** report incidents of discrimination/harassment
- Students and non-supervisory employees are strongly encouraged to report incidents of discrimination and/or harassment (different standard for Title IX)
- New as 2014. All employees must report incidents of sexual misconduct, stalking or intimate partner violence and/or gender discrimination to the Title IX Officer



Mandatory Reporting – BOR Sexual Misconduct Policy

- New Change—All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.*
- Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.


*Title IX Officer - Rosa Rodriguez
rosa.rodriguez@ccsu.edu
860-832-0178.



Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

Any university employee deemed a "mandatory reporter" who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or immanent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."




Mandatory Reporting

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.


For more information on this policy contact:

Anna Suski-Lenczewski
CCSU's Chief Human Resources Officer
lenczewskia@ccsu.edu or 860-832-1757




Rights of Those Who Report

- To be treated seriously and with dignity
- Provided support services materials that include: on- and off-campus resources; information regarding reporting options (including campus police); information regarding their rights
- Provided with options for changing academic, housing, transportation and working arrangements
- Prompt handling of their concerns



Rights of Alleged Victim & Accused:


- To be treated fairly and with respect
- To have a support person during any meeting or proceeding related to the allegation of sexual misconduct
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does 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.
- To receive notice at the same time of the outcome
- To request a review of any decision regarding the sexual misconduct matter in which they are involved



What you can do

If you are the target of unwanted sexual attention or behavior:


- Respond to the problem
- Document—times, places, specifics of each incident and names of witnesses
- Report
- Don't remain silent



What you can do

If you are a bystander...


- Help the victim make his/her feelings known
- Follow the University policy and procedure
- Support your co-workers or classmates—encourage reporting!



Complaint Procedures and Options


- Internal Process: 90 day time frame
 - Complaint Procedure -- See packet
- External Process:
 - CHRO (180 day timeframe)
 - EEOC (180 day timeframe*)
- OCR Process: 180 day time frame

* The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov




Investigation Standards

- Reasonable Person
 - Behavior that a reasonable person would consider offensive
 - In the eye of the beholder. Impact - not Intent!
- Preponderance of the evidence standard
 - More likely than not



Retaliation

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.



On-campus Resources

To report an incident:

Office of Diversity and Equity (All complaints) Chief Diversity Officer/ Title IX Officer Rosa Rodriguez 860-832-1652 Davidson Hall, Room 102	CCSU Police (Criminal complaints) Emergency: 911 Routine - Police Dispatch 860-832-2375
Office of Student Conduct (Complaints against students) Christopher Dukes 860-832-1667 Willard Hall, Room 107	Any administrator

On-campus Resources
Someone to talk to:

<p>CCSU Victim Services Sarah Dodd 860-832-3795 DILoreto 207</p> <p>Women's Center Jacqueline Cobblina-Bolvin 860-832-1655 Student Center, Room 215</p> <p>Residence Life 860-832-1660 Barrows Hall, Room 120</p>	<p>Student Wellness Services* (Confidential) Health Services: 860-832-1925</p> <p>Counseling Services: 860-832-1945</p> <p>Office of Student Affairs 860-832-1601 Davidson Hall, Room 103</p> <p><small>*This office is the only office at CCSU staffed with confidential counselors.</small></p>
--	--


Off-campus Confidential Resources

- o **YWCA Sexual Assault Crisis Service**
24 Hour Hotline: 860-223-1787
24 Hour Spanish Hotline: 888-568-8332
- o **Prudence Crandall Center for Domestic Violence**
24 Hour Hotline: 860-774-2900
- o **Suicide Prevention Lifeline**
24 Hour Hotline: 866-273-8255
- o **Hospital of Central Connecticut**
100 Grand Street
New Britain, CT 06050
860-224-5011

University Perspective
Harassment & Discrimination

- o It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- o It won't be tolerated.
- o It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.

SEXUAL ASSAULT, RELATIONSHIP
VIOLENCE, STALKING
AND HIGH SCHOOL
Training



Office of Victim Advocacy
you are not alone


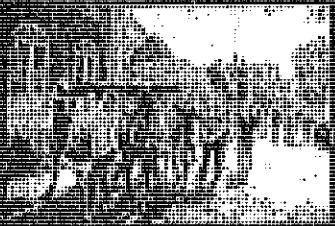
Diloreto 207
860-832-3795
sarahdodd@ccsu.edu
M- F; 9:00 am - 5:00 pm

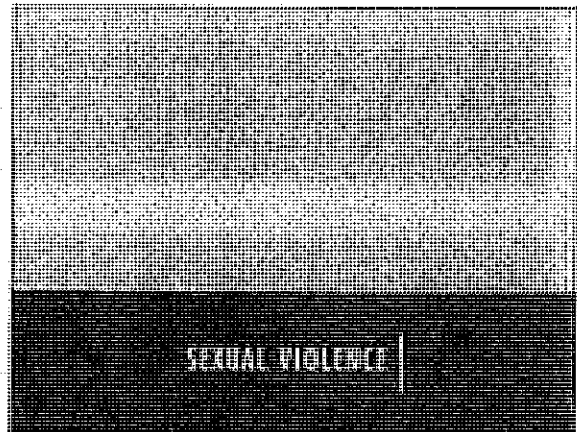
SERVICES PROVIDED:

- Professional advocacy services for students, faculty and staff
- Information on campus resources to address safety and other concerns
- Assistance in navigating off-campus reporting systems
- Referrals to support or community services depending on needs
- Collaboration with other departments to develop, implement and conduct violence prevention education

THE CONTEXT

HIGHER EDUCATION AND
INTERPERSONAL VIOLENCE

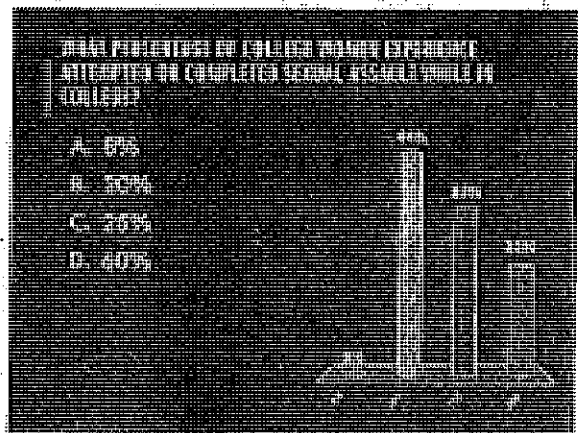


THE MYTHOLOGY

"Classic" rape myth:
 "Offenders attack strangers, near the victim, who is alone, in a public, well-lit area"

The adoption of new language: "date rape"

Other myths:
 "Violence on the battlefield and in war is different"
 "There must be communication between the couple"

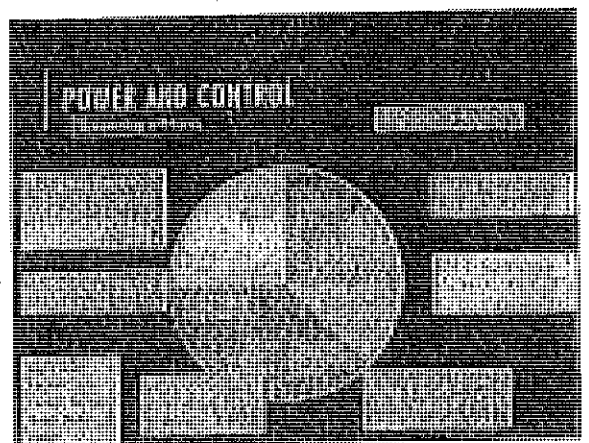
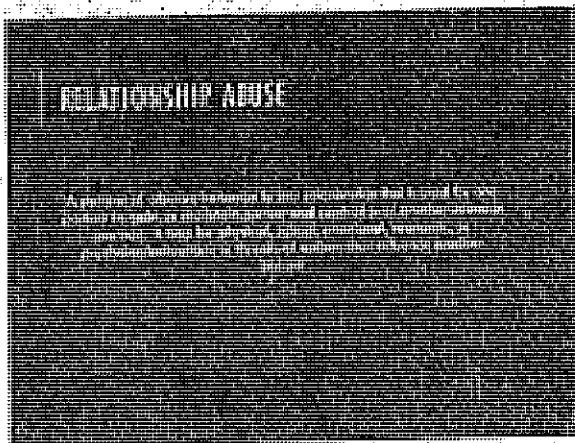
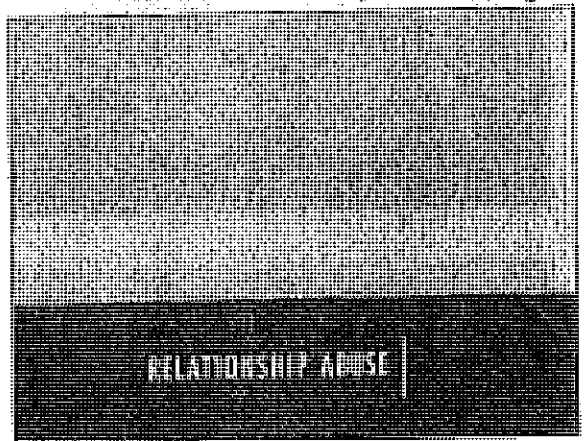
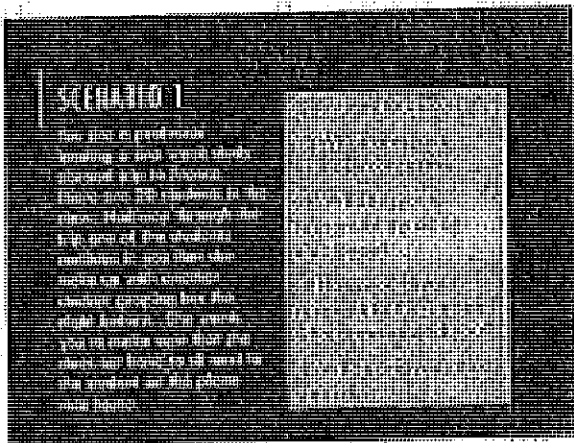
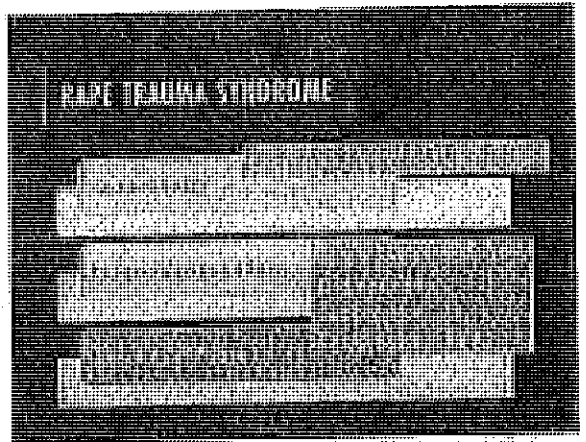
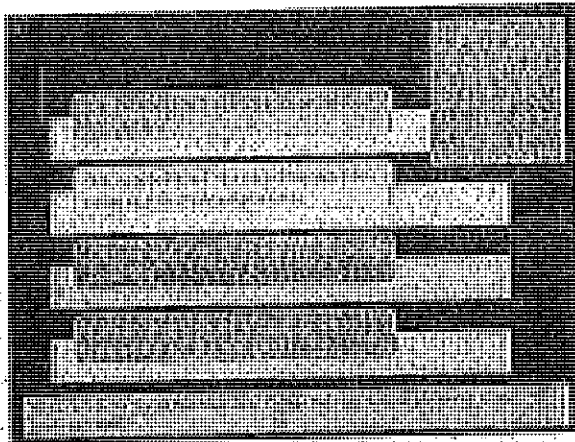


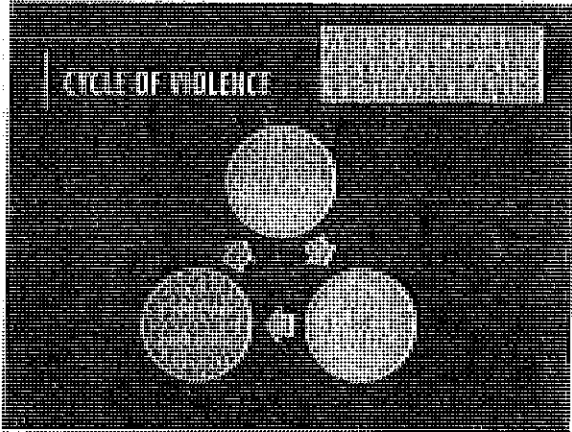
STATISTICS

Approximately 20% of college women will experience some form of sexual violence at the following schools.

Approximately 8% of college men will experience some form of sexual violence at the following schools.







SCENARIO 2

You are a partner in a relationship of control with your 18th birthday. One of your partners begins an inappropriate situation. At the time, you are with friends and your partner's behavior is not noticed. You and your partner are in a relationship with love and respect.

STAIRING

STAIRING

Over periods of repeating and willful behavior, a person that causes that other person to reasonably fear for his or her physical safety.

- 1. Stalking is a pattern of behavior that causes a person to reasonably fear for his or her physical safety.
- 2. Stalking is a pattern of behavior that causes a person to reasonably fear for his or her physical safety.
- 3. Stalking is a pattern of behavior that causes a person to reasonably fear for his or her physical safety.
- 4. Stalking is a pattern of behavior that causes a person to reasonably fear for his or her physical safety.
- 5. Stalking is a pattern of behavior that causes a person to reasonably fear for his or her physical safety.

MOST STALKERS TARGET VULNERABLE

A. True
B. False

STALKING IN THE FIRST DEGREE IS A FELONY IN THE STATE OF CT.

A. True
B. False

ALL STALKERS HAVE MENTAL HEALTH ISSUES.

A. True
B. False

IF A PERSON IGNORES STALKING BEHAVIOR IT WILL GO AWAY.

A. True
B. False

BEHAVIOR OF STALKERS

Threats you can't ignore if whatever you own.
 Threats involving gifts, letters, cards, or money.
 Threats your home, car, or other property.
 Threats your phone calls or computer use.
 Use technology, like hidden cameras or global positioning systems (GPS), to track where you are.
 Calling by or coming out of your home, school, or work.
 Threats about you by using public records or online search engines. Using investigations, going through your garbage, or contacting friends, family, neighbors, or employers.

SCENARIO 3

Two men in 2008 were arrested after reporting the unusual incident. One of the men reported a woman had been in contact with him through his cell phone for several weeks. He noticed that the woman had been calling him at work and at home. He had been in contact with her through his cell phone. He had been in contact with her through his cell phone. He had been in contact with her through his cell phone.

INDIVIDUAL RESPONSE

WHY DO STUDENTS DISCLOSE TO FACULTY/STAFF?

- They believe that they will be believed
- They feel close to the staff members and want comfort
- They are having difficulty with classes or with other requests of their life and really need assistance
- They don't see they cannot be eligible of assistance
- In some cases, staff members about campus climate they are suddenly triggered

Disclosure of SA, DV or sexual assault is non-confidential
CCSA requires

College of Students and Staff (CSSS) and
College of Human Resources
College of Student Services
College of Student Health

Partner

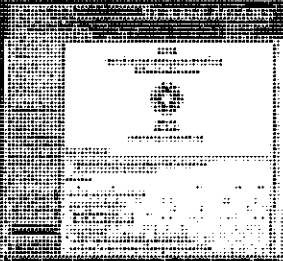
Respect

Follow-Up

(if appropriate)

Confidential
Faculty/Staff
Campus Police
Campus Health
Campus Counseling
Campus Health Services
Campus Health Center
Campus Health Services
Campus Health Services

YOU HAVE SUPPORT



You can get advice in reviewing a student who has a learning disability from experienced educational professionals.

SEXUAL AND RELATIONSHIP VIOLENCE CAN BE PREVENTED

The majority of sexual violence is committed by the well-known individuals.



The majority of sexual violence is committed by well-known individuals to the well-known individuals.

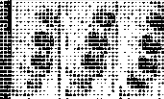
WHAT IS PREVENTION?

Primary Prevention

Focus is on changing individual behavior
Campus-wide
Social media campaigns
Workshops
Educational

Secondary Prevention

Focus is on the potential victim or perpetrator
Campus-wide
Campus-wide
Campus-wide
Campus-wide
Campus-wide



NORMS THAT SHAPE ENVIRONMENT

Human Objectification

Crime: Value placed on starting and maintaining

Business: Tolerance of aggression and violence

Identity: Who you are

Crime: Absence of individual and family agency

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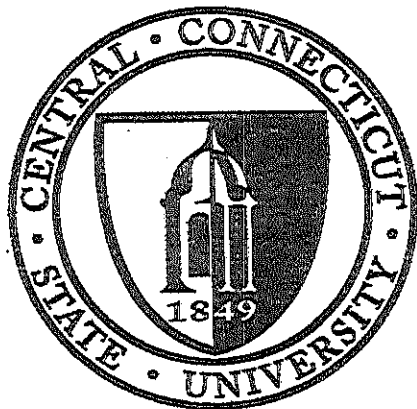
SPECTRUM OF PRIMARY PREVENTION

Level	Description	Example
1	Universal	Community-wide
2	Targeted	High-risk groups
3	Individual	At-risk individuals
4	Family	Family-based
5	Community	Community-based
6	Systemic	Systemic change

THANK YOU

Special thanks to
the following individuals and organizations
for their contributions
to this project
Name
Address





This document is available in alternate format by contacting the Office of Diversity and Equity at 860-832-1652.

This booklet is provided to employees, students and applicants for their general information and guidance only. It does not constitute a contract either express or implied, and is subject to revision at the University's discretion.

Take a Stand. Say Something!

**Central Connecticut State University is an
equal opportunity educator and employer.**

June/2015

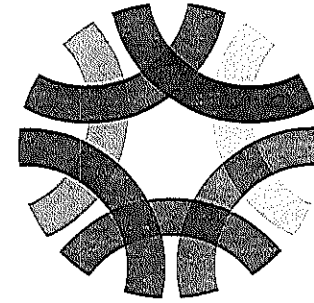
Office of Diversity & Equity
This publication is available in alternative formats.

Central Connecticut State University

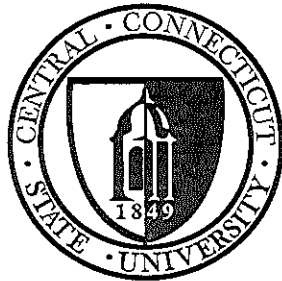
**Nondiscrimination & Anti-Harassment
Policies, Complaint Procedures and
On-campus and Community Resources**

Office of Diversity and Equity

1615 Stanley Street
Davidson Hall, 102
New Britain, CT 06050



you are
not alone



Central Connecticut State University is an
equal opportunity educator and employer.

This document is available in alternate format by contacting
Student Disability Services at 860 832 1957.

This information is provided by CCSU's Sexual Assault and
Interpersonal Violence Resource Team.

How to Help

in case of sexual or
interpersonal violence

Central Connecticut State University

If you want to speak with someone

— 12

Women's Center

On-campus crisis intervention and referral
860 832 1655

Residence Life

On-Campus Referral for Resident Students
860 832 1660

Student Wellness Services, (SWS) Counseling Services (Confidential)

On-campus crisis intervention and counseling services
860 832 1945

Sexual Assault Crisis Services (Confidential)

Off-campus help hotlines
English - 860 223 1787
Español - 888 568 8332

Prudence Crandall Center for Domestic Violence (Confidential)

Off-campus help hotline
888-774-2900

Women's Center

Not just for women, the Ruthe Boyea Women's

Center coordinator is available to listen, provide crisis intervention, support, guidance, mentorship, and referrals for victims, survivors, family members, friends, and caring partners of those who have been affected by violence. They will explain your options ranging from reporting a sexual assault to seeking housing changes.

13 —

- » Advocates for men and women of the campus community
- » Provides crisis intervention, individual counseling and peer support groups
- » Provides referrals to on-and off-campus resources
- » Conducts training on the prevention of sexual assault

On-campus
Student Center, Rm. 21S
MON-FRI, 9:00AM-5:00PM
(SEPTEMBER - JUNE)
860 832 1655
fax: 860 832 1677
www.ccsu.edu/womenctr

Are you a Victim/Survivor of Sexual or Interpersonal Violence?

Options: The Choice is Yours.

- Go to a safe place.
- Call someone you trust or the local sexual assault crisis service.
- Seek medical care and/or counseling on-campus or through the local resources.
- Preserve evidence.
- Call CCSU Police at 860-832-2375 or dial 911 (24 hours/7 days).
- Call the YWCA Sexual Assault Crisis Service Statewide 24 hour toll-free hotline:
860-223-1787 English
888-568-8332 Español

CCSU is committed to ending sexual assault, interpersonal violence and stalking. These acts may be a violation of the law and the CCSU Student Code of Conduct. It is essential that they be reported to CCSU officials and treated seriously, consistent with campus policies and procedures, and State laws. We believe that everyone has the right to an environment free of violence and fear.

CCSU, in cooperation with local advocacy and support organizations, works to ensure an effective, consistent, and comprehensive response that prioritizes the needs of victims and survivors. Our goal is to strengthen and improve the delivery of services, encourage the reporting of offenses, and to hold responsible persons accountable while protecting the rights of all involved parties.

To obtain this publication in alternate formats, call Student Disability Services at **860-832-1957**.

A publication of the CCSU's Sexual Assault and Interpersonal Violence Resource Team

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

*Emergency - Police and/or Medical call 911
CCSU Police Department
860-832-2375

Monday - Friday, 8 AM - 5 PM

*Office of Diversity and Equity
860-832-1652

*Office of Student Conduct
860-832-1667

*Office of the Vice President for Student Affairs
860-832-1601

Office of Victim Advocacy
860-832-3795

The Ruthe Boyea Women's Center
860-832-1655

Student Wellness Services (Confidential)
860-832-1925 (Health)
860-832-1945 (Counseling)

Residence Life
860-832-1660

LGBT Center
860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

YWCA Sexual Assault Crisis Service
1-860-223-1787 English
1-888-568-8332 Español

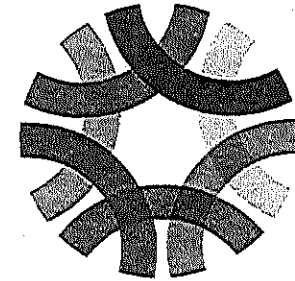
Hospital of Central Connecticut
860-224-5671

Prudence Grandall Center for Domestic Violence
24 hour hotline
1-888-774-2900

Suicide Prevention Lifeline
1-888-273-8255

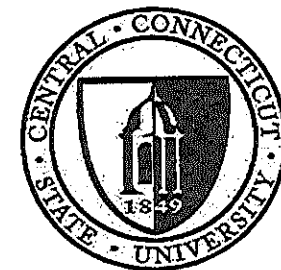
To report an incident at CCSU

May 2015



Sexual Assault and Interpersonal Violence

What You Need to Know



What is Sexual Assault?

Sexual Assault is a crime and will not be tolerated at CCSU. Sexual Assault is compelling by force, or threat of force: sexual penetration of the vagina or anus, including by an object; oral sex; or contact with a person's genital area, groin, anus, inner thighs, buttocks or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent. Any person can be a victim or a perpetrator. Examples: **rape, attempted rape, and/or intentional touching without consent of a person's body for sexual gratification.**

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past.

- Consent is not valid if forced, threatened, intimidated or coerced.
- Agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- Consent is not valid when judgment is impaired by the use of alcohol/drugs or if the person not initiating is sleeping or unconscious. State law is clear that having sexual intercourse with someone who cannot consent is RAPE.

What is Interpersonal Violence?

It is the use of physical force involving relations between persons, stalking, and communications between persons if those communications are obscene, defamatory, intended to incite immediate physical violence or seriously threaten physical violence. Examples: **rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, and online communications that contain serious threats of physical violence.**

Examples of Sexual Assault/ Interpersonal Violence

- Stalking
- Rape
- Obscene Texting
- Inappropriate Touching

As a victim/survivor, some individuals may feel some of the following:

- Anger
- Denial
- Shame
- Disbelief
- Confusion
- Depression
- Self-Blame
- Emotional Shock
- Isolation
- Fear
- Guilt
- Loss of control
- Embarrassment
- Powerlessness

These feelings are completely natural and every victim/survivor responds differently.

**If it doesn't feel right or safe,
it probably isn't.**

Rights of Victims/Survivors

- Be treated with respect and dignity.
- Privacy. This means you can refuse to answer any questions about the sexual assault, your sexual orientation, sexual history, medical history (including HIV status), and mental health history.
- Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- Decide whether or not you want the police to investigate the assault.
- Not be judged based on your race, age, class, gender or sexual orientation.
- Have an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- Be considered a victim/survivor regardless of the offender's relationship to you.

How Can We Help Stop Violence at CCSU?

Sexual assault, interpersonal violence and stalking are complex and real issues on college campuses today. In order to address this reality, all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at CCSU, we can begin to reduce the risk. Consider the following ways you can work to stop violence:

- Don't be afraid to get involved.
- Take care of yourself and your friends.
- Talk openly with friends about these issues.
- Speak up. Take a stand in situations that could escalate to abuse and violence.

CCCESV

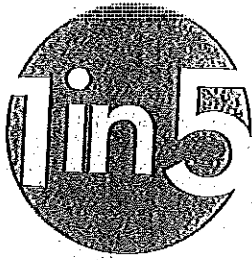
CT College Consortium
To End Sexual Violence



State & Federal Policy Highlights

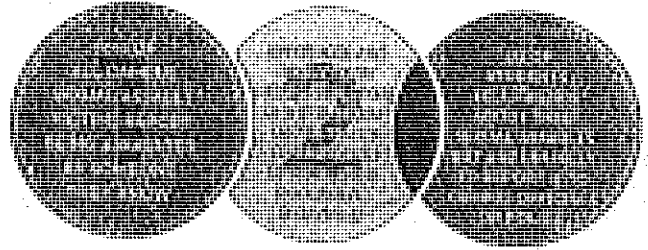
	Title IX of the Education Amendment of 1972 Federal	The Clery Act Federal	Connecticut State Sexual Violence Prevention Education Act	Campus Bill (CTPA) 11-14 Connecticut Only
Overview	Goal is to address every instance of sexual violence by removing inequitable or hostile environments. The Office on Civil Rights (OCR) issued additional guidance on sexual assault in 2011 and 2014.	1990 legislation that requires colleges and universities receiving federal funds to track and report crimes on campus, property, have safety policies, and inform the campus of risks to public safety.		
Accountability	Requires all reported incidents of sexual violence be reported to and investigated by the institution's Title IX officer. Students must have access to an institutional disciplinary procedure to address sexual assault.			
Response	Schools must take prompt and immediate action to end the sexual violence, eliminate the inequitable/hostile environment, and to ensure that there is no retaliation against students who report sexual assaults. OCR has provided much guidance on the institutional disciplinary process, students rights, and the role of schools in addressing and preventing sexual assault.	N/A		Students must receive concise, written notification of their options after reporting, including reasonable changes to academics, living, campus transportation or working situations. Each institution must have a Campus Resource Team (CRT) which meets once per semester. Training, awareness and prevention programming requirements must be met for all students and staff members of the CRT, Title IX officers, campus police/security officers and campus judicial board hearing officers. Each institution must establish a MOU with community-based sexual assault and domestic violence programs.
Prevention & Education	Encourages repeated training and education on sexual violence, reporting options, and prevention and bystander intervention.	N/A	Primary prevention and awareness programs must be provided to incoming students and new employees. Students should receive education on bystander intervention.	Annual awareness and prevention programming for all students and staff must take place including prevention and bystander intervention training that addresses the campus culture.

Key Facts About Sexual Violence On Campus



1 in 5 WOMEN IN COLLEGE will be sexually assaulted.

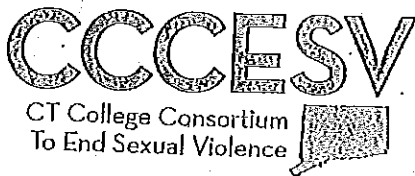
The Campus Sexual Assault Study, National Institute of Justice, 2007.



1. Fisher, et al. 2000. The Sexual Victimization of College Women, National Institute of Justice, Bureau of Justice Stats.
2. Lisak & Miller. 2002. Repeat Rape and Multiple Offending Among Undetected Rapists.
3. Fisher, et al. 2000. The Sexual Victimization of College Women, National Institute of Justice, Bureau of Justice Stats.

Options for Survivors

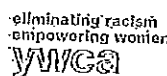
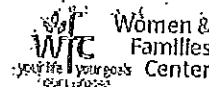
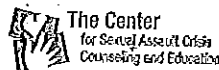
On-campus Support	Off-campus Support	Medical Assistance & Evidence Collection	Criminal Justice Processes
<p>Students can access campus-based Women's Centers, Counseling Centers, Health Services, and other support services. Students can work with their campus to seek changes in housing, academic schedules, work arrangements, and other accommodations as needed.</p> <p>Students can request no contact orders.</p> <p>Students can report to campus officials and participate in their school's disciplinary proceedings.</p>	<p>Community-based sexual assault crisis programs offer the following free and confidential services:</p> <ul style="list-style-type: none"> • 24/7 crisis hotlines in English and Spanish • Individual and group crisis counseling • Accompaniment and advocacy during the medical, police, or court processes 	<p>A victim can choose to have a sexual assault exam and evidence collected at any hospital in Connecticut at no cost.</p> <p>Evidence can be collected up to 120 hours after a sexual assault.</p> <p>A police report is not required to participate in a forensic exam, evidence collection, or to seek medical assistance.</p>	<p>Students can report their sexual assaults to local law enforcement, who can begin a criminal investigation.</p> <p>At most schools, the campus-based police department or security service can help students make a report to the local police.</p> <p>Students can work with courts to secure protective or restraining orders.</p>



The Consortium is a space to share information, strategies, and resources in order to strengthen and support each campus community's work to end sexual violence. The Consortium is comprised of staff and administrators from Connecticut colleges and universities, community-based sexual assault crisis counselor/advocates, and others who work to improve the response to and prevention of sexual violence in campus communities. The Consortium is coordinated by Connecticut Sexual Assault Crisis Services (CONNSACS). As a part of this collaboration, members not only have access to trainings, information, and best practices pertaining to sexual violence on campuses, but they are also part of a statewide community of colleges and universities engaged in addressing and preventing sexual violence.

For more information or to become a member of the CCCESV, please contact us at cccesv@connsacs.org or call 860.282.9881.

CONNSACS MEMBER PROGRAMS



SEXUAL ASSAULT CRISIS HOTLINES: 1-888-999-5545, English • 1-888-568-8332 Español. All services are free & confidential.

CONNSACS College Consortium | 96 Pitkin Street, East Hartford CT 06108 | 860-282-9881 | cccesv@connsacs.org

Soucy, Pamela (Diversity and Equity)

From: Miller, John (President CCSU)
Sent: Wednesday, October 15, 2014 1:49 PM
To: Administrative Departments; Academic Departments
Subject: Red Flag Campaign

All across our campus you will find clusters of small, **red flags** which are symbolic to CCSU's 2014 **Red Flag** Campaign aimed at stopping dating and interpersonal violence on our campus. This Campaign helps students identify "**red flags**" for dating violence in their friends' relationships and encourages them to intervene. College students are at extremely high risk of either acting as perpetrator or being a victim of dating, physical or sexual violence during their college years. Who is likely to witness this type of abuse? The answer is your own friends.

The Red Flag Campaign features a series of eight posters that illustrate "**red flags**" that might be present in a relationship in which dating violence is occurring. There are many **red flags** that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time, these behaviors become increasingly dangerous and noticeable. The purpose is to encourage students to speak up when they see red flags for dating violence in their friends' relationships.

For more information on or to get involved with this campaign or others similar to it please visit www.CCSU.edu/redflag.

To report an incident:

Office of Diversity and Equity
Title IX Compliance Officer

Rosa Rodriguez
860-832-1652
Davidson Hall, Room 102

Office of Student Conduct

Christopher Dukes
860-832-1667
Willard Hall, Room 107

University Police

Emergency (Police, Fire, Medical):911

Someone to talk to:

CCSU Victim Services
860-832-3795

Women's Center
Women's Center Coordinator
860-832-1655
Student Center Room 215

Residence Life
860-832-1660
Barrows Hall, Room 120

Student Wellness Services (Confidential)
Health Services: 860-832-1925
Counseling Services: 860-832-1945

Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

**ARTICLE 3
NON-DISCRIMINATION,
AFFIRMATIVE ACTION AND SEXUAL HARASSMENT**

3.1 The Board of Trustees and the CSU-AAUP agree that no member of the bargaining unit shall be discriminated against in violation of federal or state statutes, nor on the basis of characteristics or conditions including age, race, religion, gender, sexual orientation, disability, or ethnic or cultural origin, nor with respect to any legal behavior not detrimental to the students or other members of the university community.

3.2 The parties are committed to positive and aggressive affirmative action programs. The function of hiring searches is to maintain objectivity and use all available information in a balanced manner that identifies the best available candidates. Hence, search committees are specifically obligated to apply principles of affirmative action in their consideration of candidate selection.

3.3 Allegations of violations of Article 3.1 shall be processed exclusively through the Affirmative Action/Non-discrimination Complaint Procedures and are not covered by Article 15 (Grievance Procedure) of this Agreement. Such procedures shall include the elements identified in Appendix F. The parties agree to review procedures currently part of affirmative action plans and procedures addressing acts of intolerance and to recommend revisions as necessary.

3.4 Minority Recruitment and Retention Program

The parties to this Agreement recognize the compelling and continuing need to recruit and retain bargaining unit members who are members of minority and other protected groups. The following affirmative action program is adopted for the purpose of increasing the number of such full-time members.

3.4.1 Minority Recruitment and Retention Committee

The University President with the advice and consent of the AAUP Chapter President and consultation with the Director of Affirmative Action shall appoint a Minority Recruitment and Retention Committee. At least two committee members shall be members of minority or other protected groups. The Director of Affirmative Action shall be an ex-officio member of this committee.

SUOAF-AFSCME Collective Bargaining Agreement

2007-2011

ARTICLE 3 — NON-DISCRIMINATION

3.1 The Board of Trustees and SUOAF-AFSCME agree that no member of the bargaining unit shall be discriminated against in violation of federal or state statutes, such as discrimination based on race, color, religious creed, age, sex, marital status, sexual orientation, national origin and disability. Violations of this section shall be grievable but not arbitrable. Any claim of violation may be filed through the Commission on Human Rights and Opportunities (CHRO) or any appropriate legal forum.

3.2. The parties to this agreement recognize the compelling need to increase the minority proportion of bargaining unit members to more closely approximate the racial and ethnic diversity of the population of our state and nation.

Notwithstanding other provisions, if any, in this Agreement to the contrary, the following affirmative programs and actions are adopted to increase the proportion of minority bargaining unit members.

The President/Chancellor shall bring into being a Minority Recruitment and Mentoring Committee under the direction of the Affirmative Action Officer. The committee shall have a minimum of two minority bargaining unit members. The Committee shall be charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process in Article 10 has been followed. Travel and associated costs for this effort approved by the Affirmative Action Officer may be charged to the University's budget.

The Minority Recruitment and Mentoring Committee shall ensure that mentoring arrangements are available for newly appointed minority employees. The mentors shall be charged with responsibility for enhancing the professional development of minority employees during the first 1-3 years of their appointment(s). Costs of this effort, which may not include any salary payment for the mentor(s) or related personnel, may be charged to the support fund described below.

When direct continuing support for obtaining credentials/qualifications is provided to appointees, it shall be part of individual agreements prescribing the support accepted by the appointee and specifying that the appointee will remain with CSU for an appropriate interval after the support has ended. Such agreements shall require the approval of the university President/Chancellor. The existence or substance of a mentoring agreement is not to be considered in an appointee's evaluation pursuant to Article 19.

The continuation of a mentoring agreement is conditioned upon the appointee's renewal of appointment pursuant to Article 14.

Funding for the mentoring program shall be available in proportion to university bargaining unit membership.

Funding for this program shall be .0261 of the aggregate biweekly salary of bargaining unit members based on an April payroll listing. Unexpended funds shall roll over for use in succeeding fiscal years. The Board shall provide the union with a report detailing all expenditures under this program annually.

Together the parties agree to promulgate principles that seek to insure affirmative action within the Connecticut State University. The parties further agree to the universities' policy on racism, sexual harassment and other acts of intolerance. This section is not grievable.

3.3 SUOAF-AFSCME recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

The Board of Trustees and its management officials within the Connecticut State University acknowledge that SUOAF-AFSCME's obligation to represent its employees will not be subject to interference, restraint, or coercion.

**Affirmative Action Plan 2014-2015
Event Calendar**

Date of Event	Department	Type	Name of event	Description of Event
3/5/2014- 3/6/14	Africana Center	Conference	20th Annual African Studies Conference: Arts & Resistance	The 20th Annual Africana Studies Conference will include a poetry workshop along with a couple of inspirational keynote speakers that will delve into the topic of the arts and how important it is to incorporate it into the curriculum of higher education
3/10/2014	Office of Diversity & Equity	Event	The San Patricio's: Irish-Mexicans	A documentary film on the Irish Battalion in the Mexican Army during the U.S. war with Mexico. Followed by a discussion with History professors Glaser, Mahony, and Warshauer. A light Mexican & Irish lunch will be served.
3/10/2014	CCSU Society of Professional Journalists	Documentary	A Fragile Trust: Plagiarism, Power, and Jayson Blair at the New York Times	A <i>Fragile Trust</i> tells a shocking story of Jayson Blair, the most infamous serial plagiarist of our time, and how he unleashed the massive scandal that rocked the New York Times and the entire world of journalism.
3/12/2014	Ruthe Boyea Women's Center	Forum	Women's Center Health Talks: Eating Disorder	Karen Engwall from the Counseling & Wellness Center at CCSU will be discussing the negative effects of eating disorders and the impact that it has on an individuals' body as well as those around them. Furthermore, she aims to stress that no body is perfect and embracing the beauty within yourself is what is important.
3/13/2014	Center for Africana Studies	Event	Burundian Culture	Come learn about the country of Burundi and Burundian culture. Afterward there will be dance lessons and great food from the culture.
3/25/2014	Africana Center/ United Caribbean Club	Event	Extravaganza De Africa	Come learn about the African culture and Diaspora as well as enjoy African drumming, music, and dancing.
3/27/2014	Polish Studies Department	Lecture	What Polonia Thinks: Polish American press, its Readers and their Letters	Anna D. Kirchmann is a Professor of History at eastern Connecticut State University in Willimantic, CT. She will be discussing Polish politics and the exile mission.
4/1/2014	Office of Diversity & Equity	Event	The Color of Justice	You're invited to a forum to view and discuss the CPTV documentary <i>The Color of Justice</i> on Tuesday, April 1st, at 2PM, in CCSU's Constitution Room in Memorial Hall.
4/5/2014	Central CT State University	Event	President Obama	President Barack Obama speaks at CCSU to push his proposal to raise the minimum wage to \$10.10.
4/7/2014	Modern Languages Department	Event	The Syrian refugee: A View from the Turkish Border	A lecture will be held by Diego Cupolo where he will be discussing the Syrian Refugee Crisis in great detail.
4/9/2014	Office of Recruitment & Admissions/ ODE/ Africana Center	Event	6th Annual Young Men's Health & Wellness Forum	This years forum will bring together students from around the Greater Hartford area for a day of open discussions, plenary presentations, and strategic planning sessions about the health and wellness of young men.
4/13/2014	CCSU	Race	ENOUGH! 5K Race to End Violence	This 5K race will be in support of Sexual Assault Awareness Month and helping those who have been victims of sexual assault and domestic violence.
4/15/2014	Ruthe Boyea Women's Center	Rally	Take Back the Night	Take Back the Night has inspired both women and men to confront a myriad of social ills, including rape, sexual violence, domestic violence, and violence against women. The unifying theme throughout these diverse topics is the assertion that all human beings have the right to be free from violence, the right to be heard, and the right to reclaim those rights if they are violated.
4/21/2014	International Studies	Lecture	Jews and Roma (Gypsies): Holocaust Memory and Contemporary Minority Politics in Europe	The CCSU Program in International Studies and the Campus Outreach program of the U.S Holocaust Museum's center for Advanced Holocaust Studies with a Grant from the Leonard and Sophie Davis Fund present a lecture by Ari Joskowicz, Ph.D., on Jews and Roma (Gypsies)
6/5/2014	The Confucius Institute	Ceremony	Opening Ceremony and Festivities	The Confucius Institute at Central Connecticut State University is newly established to pursue the mission of furthering meaningful knowledge of Chinese language and culture both for CCSU and for students of all ages in communities throughout Connecticut.
6/20/2014	Hispanic American Cultural Council	Ceremony	HACC 2014 Scholarship Awards	The Hispanic American Cultural Council works to bring communities together through participating in various activities. The Council was founded in 1980 and gives an annual scholarship award for. This ceremony recognizes the recipients of the scholarship awards.
9/1/2014	Student Affairs	Film	Walesa- Man of Hope	Oscar-winning Polish film-maker Andrzej Wajda tells the story of how an uneducated worker triggered the collapse of communism.
9/15/2014	CCSU LGBT Center	Reception	CCSU LGBT Center 5th Year Anniversary	Celebrating 5 years of the CCSU LGBT Center and National LGBT Awareness Day.

Affirmative Action Plan 2014-2015
Event Calendar

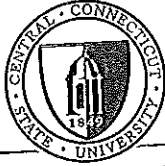
Date of Event	Department	Type	Name of event	Description of Event
9/15/2014	Office of Diversity & Equity	Presentation	Not Your Father's Hispanics: Connecticut's Hispanic Population is Changing	This presentation will focus on the increasing number of non-Puerto Ricans in Connecticut and how it might impact the political influence of Hispanics in CT.
9/16/2014	Office of Diversity & Equity	Presentation	Miguel Trelles: Latin Pop	Miguel Trelles, a Puerto Rican painter and printmaker is a resident visual artist/programmer at the Clemente Soto Velez Cultural and Educational Center in the Lower East Side of New York City. Known for his on-going Chino-Latino painting series, Miguel Trelles fuses Chinese dynastic paintings with a Latin American sensibility.
9/17/2014	Office of Diversity & Equity	Dinner	The Latin American, Latino, and Caribbean Center (LALCC) Welcome Back Dinner	Join us for the welcome dinner. The purpose of the dinner is to welcome the new academic year by breaking bread together to inform students the academic resources available at the LALCC and the upcoming events for Hispanic Heritage Month.
9/18/2014	Latin American Student Association	Event	Helado Day	Helado (Popsicle or Ice Cream) Day is here! Come join the music and enjoy delicious fruit popsicles from Latin America.
9/18/2014	History Department & Anthropology Department	Lecture	Native Peoples of Southern New England, 1897-1950: Activist Anthropologist or Adversary?	Speck specializes in the Algonquian and Iroquoian peoples among the Eastern Woodland Native Americans of the United States, and First Nations peoples of eastern boreal Canada.
9/23/2014	Student Wellness Services	Lecture	A Lecture by: Ross Szabo	The author of "Behind Happy Faces," discusses his past battles with Depression and Bipolar Disorder. Talking about emotions can be a challenge, but Ross's brutally honest, relatable, and humorous approach puts audiences at ease as they confront a difficult topic.
9/23/2014	Office of Diversity & Equity	Presentation	Tocando Fondo	A presentation that is educational and promotes reflection, awareness and critical analysis of the social, economic, political, and cultural realities faced by Puerto Ricans, at times of tocando fondo (hitting bottom).
9/24/2014	CCSU BSU-NAACP	Rally	Hands Up Don't Shoot	Join CCSU Black Student Union/NAACP/SGA to share your support!
9/24/2014	Office of Diversity & Equity	Presentation	What Does Columbus Day Mean Now?	Taking the testimony of a Quechua-speaking native American Peruvian who wrote a remarkable book, illustrating it with four hundred drawings, we will examine Spanish colonialism "from within" and explore its meanings for us today.
9/29/2014	CCSU LGBT Center	Training Session	Safe Zone Program	Join our visible support network for the LGBT community through our general training that is open to all CCSU students, faculty, and staff.
9/29/2014	Diversity & Equity	Informational	Red Flag Campaign Meeting	Training base on sexual assault and personal violence. Likewise, we will be touching up on the Red Flag Campaign events and our initiative on how we will get the campus community involved.
10/1/2014	CCSU College Republicans, Young Americans for Liberty, and Ruthe Boyea Women's Center	Presentation	Honor Diaries: Culture is No Excuse for Abuse	Honor Diaries features nine courageous women's rights advocates with connections to Muslim-majority societies who are engaged in a dialogue about gender inequality. These women, who have witnessed firsthand the hardships women endure, are profiled in their efforts to affect change, both in their communities and beyond.
10/2/2014	ConnCAP Program	Presentation	CCSU's ConnCAP Parents' Meeting	"Cyberbullying and Internet Safety." How can I help my child?
10/3/2014	CALAHE	Conference	30th Annual Conference: "The Crisis of Latino males: A call for Action"	A conference regarding helping to engage Latino students and equipping them with education, experience, and skills essential to the future of our country. Together, we can expand access to colleges and universities of the Latino youth.
10/7/2014	Central Access & Student Development	Presentation	Robert Whitaker: Anatomy of an Epidemic	Robert Whitaker, author of Anatomy Of An Epidemic will present the findings of his journalistic exploration of our culture's current understanding of and dominant treatment for "mental illness".
10/10/2014	Office of Diversity & Equity	Concert	Los Pleneros de la 21: Full Ensemble Concert	Los Pleneros de la 21 (LP21) is the premier performing ensemble of Afro-Puerto Rican Bomba and the Plena based in the United States. Founded in 1983, the group consists of three generations of venerated traditional and professional musicians, incomparable dancers and passionate educators. Together they fuse the "down home" Afro-Puerto Rican traditions with contemporary and urban sounds to showcase the versatility and complexities of the Latino experience in the United States.
10/14/2014	Office of Diversity & Equity	Event	American Academy of the Spanish Language: Success and Future Projects	This talk will explain ANLE's origins and first years under Odou Betanzos Palacios's leadership. In addition the presenter will highlight ANLES's achievements in the last five years and challenges and projects in the future.

**Affirmative Action Plan 2014-2015
Event Calendar**

Date of Event	Department	Type	Name of event	Description of Event
10/16/2014	Office of Diversity & Equity	Ceremony	Ebenezer Don Carlos Bassett Commemoration Ceremony	The CCSU Foundation has graciously provided funding to create the Ebenezer D. Bassett Scholarship, to be awarded annually to Central Connecticut State University students. By creating this scholarship, the CCSU Foundation has ensured that Mr. Bassett's name will be recognized and immortalized in the campus community and beyond. Our most heartfelt thanks for this generous endowment.
10/21/2014	Central CT State University	Conference	Israel/Palestine Conference	Come join us for music, speakers from Israel and Palestine as well as audience Q&A.
10/23/2015	Ruthe Boyea Women's Center	Event	Breast Cancer Awareness	Knowing how to perform breast exams on yourself can help detect cancer in its early stages. This interactive presentation will give you the knowledge necessary to be proactive in the fight against breast cancer.
10/24/2014	CCSU LGBT Center	Training Session	Safe Zone Program	Join our visible support network for the LGBT community through our general training that is open to all CCSU students, faculty, and staff.
10/27/2014	Office of Student Affairs	Play	Fifty Years On: Brown and Proud	Created by will & Company, the producers of the nationally acclaimed Faces of America and Portraits of Courage series, <i>Fifty Years On</i> is a series of seven plays that presents the imperative social justice issues that will need to be tackled by America's next generation, your students. Specifically, it explores the social justice issues for Latinos fifty years ago and examines what they have become today.
10/29/2014	Office of Diversity & Equity	Event	The Hook Up	When it comes to hooking up, our expectations may not be clouded. The presentation explores today's "hook-up" culture from the way we talk, the way it goes down and the role alcohol plays. A hook up can be anything from making out to having sex, but when we hear they've hooked up we think of one thing. The presentation gives room to discuss the possibilities around what may have happened. The audience will be able to differentiate between a consensual hook-up and dangerous situations. Everyone will walk away empowered with the tools to make a change in our community.
11/3/2014	Ruthe Boyea Women's Center	Event	Latinas and Modern Marianismo: Dismantling the Myth of the Hispanic Woman	Historically, Latinas have been viewed as nurturers and passive being. While traditional Latino cultural values include a familial component to care for others, Latinas in debunking the myth of how we should behave, think, etc. Dr. Bonilla-Rodriguez discusses the notion that Marianismo is no longer a negative ideal because Latinas can be nurturers but also lead their families, communities, and society. Latinas are changing the American leadership landscape and you can support the movement
11/4/2014-11/7/14	Dept. of Modern Languages, WGSS, and the Spanish Club	Film Festival	Celebrating the New Wave of Ibero American Cinema	The Spanish film club series will feature a plethora of influential Spanish films that have helped shaped the world of cinema in Latin America and its culture.
11/5/2014	Office of Diversity & Equity	Event	A Self-Made Man	CCSU is proud to bring Tony Ferraiolo on campus to share with us his personal journey and experiences as a transgender man. He was featured in the documentary
11/5/2014	CCSU LGBT Center	Training Session	Safe Zone Program	Join our visible support network for the LGBT community through our general training that is open to all CCSU students, faculty, and staff.
11/5/2014	Subog's Mosaic Center	Event	Undocumented: Jose Antonio Vargas	Jose Antonio Vargas is the Pulitzer Prize-winning journalist who outed himself as an undocumented immigrant in The New York Times Magazine in 2011. The article stunned media and political circles throughout the country and attracted world-wide coverage. Vargas has since testified at a United States Judiciary Committee hearing on immigration reform, and has been at the forefront of challenging the media's coverage of undocumented immigrants.
11/10/2014	Ruthe Boyea Women's Center	Event	Walk of No Shame	Walk of No Shame's featured speaker Emily May will be speaking about excusing rape by referring to any aspect of a woman's appearance. This event is an event that gives individuals' a platform to speak out and end victim blaming.
11/12/2014	Veteran's Affairs Office	Play	Spark	Spark is a play about three sisters living in the US caught in the mess of a recent war's aftermath. It is about what happens when soldiers come home, when women of little economic means must find a way to make it and carry on, and the strength, ultimately, of a family.
11/13/2014	Ruthe Boyea Women's Center	Event	Banking on a Cure	A walk honoring those who have been affected by breast cancer.
11/19/2014	Center for Africana Studies	Event	Policing the Black Community	A conversation with NPR's John Dankosky.

**Affirmative Action Plan 2014-2015
Event Calendar**

Date of Event	Department	Type	Name of event	Description of Event
11/19/2014	Department of English	Event	Language access, cognitive development, and education: Challenges facing deaf children in Nicaragua	All children benefit from having educational opportunities. For the vast majority of deaf children in Nicaragua, education is their only route to acquiring a language. Acquiring a native language early in life forms an irreplaceable foundation for cognitive and social development, as well for further learning. My perspectives on these issues are informed by my research as a cognitive scientist studying language acquisition and cognitive development.
11/20/2014	CCSU LGBT Center	Event	CCSU Transgender Day of Remembrance	A screening and discussion of "Valentine Road", an acclaimed HBO documentary about the controversial life & death of Larry King, a queer and gender non-conforming student who was murdered by a classmate in a California middle school.
12/8/2014	CCSU LGBT Center	Training Session	Safe Zone Program	Join our visible support network for the LGBT community through our general training that is open to all CCSU students, faculty, and staff.
1/29/2015	SGA, SUBOG, and MOSAIC Center	Event	Laverne Coz: Ain't I a Woman?	You know her from Orange is the New Black, but she's not only an amazing actress. Laverne Cox was the recipient of the Anti-Violence Project's 2013 Courage Award. As a transgender advocate, Cox continues to lend her voice to the cause of transgender visibility and equality. She is committed to telling diverse and three dimensional trans stories in the media. This years lecture is sponsored by SUBOG, MOSAIC Center, and SGA."
2/7/2015	Off campus event sponsored by the Office of Institutional Advancement	Event	Maria C. Sanchez Scholarship & Awards Banquet	Join us for an evening full of cultural excitement as we celebrate the success of our community leaders.
2/11/2015	CCSU Coalition: SGA, LASO, NAACP, Sociology Club, MOSAIC	Event	My Privilege is Better than Yours: A Conversation about Race	Student-created panel discussion, moderated by Professor Jane Fried; developed in the wake of the events in Ferguson, New York, and Cleveland. Faculty members Aimee Pozorski, Josh Perlstein, William Dyson will join CCSU students Simms Sonet, Erica Scott, Fontaine Richardson, and Isamar Rodriguez on the panel.
2/17/2015	The Chinese Culture Center, Confucius Institute at CCSU, and the East Asian Center	Gala	Chinese New Year	The year of the Goat CCSU cordially invites attendees to help celebrate the Chinese New Year with a Gala followed by a reception.
2/20/2015	LGBT Center	Training Session	The CCSU Safe Zone Program	Join our visible support network for the LGBT community through a general training that is open to all CCSU students, faculty, and staff.
3/4/2015	Center for Teaching and Faculty Development	Program	Reaching and Teaching Lesbian, Gay, Bisexual, and Transgender Students	Leila Rupp is a professor of Feminist Studies and Associate Dean of Social Sciences, UC Santa Barbara and she will be delving into the topic of making sure that the learning environment is a safe place for everyone.
3/11/2015	Office of Diversity & Equity	Event	Jackson Katz: A Lecture on American Manhood and Violence Against Women	Illustrates how the sports culture, comedy, advertising, and other media depictions of men, women, sex, and violence contribute to pandemic levels of gender violence.
3/24/2015	Ruthe Boyea Women's Center	Event	The Bro Code: Masculinity and the Courage to Change	Dr. Tom Keith, a filmmaker, anti-sexist activist, author and lecturer will provide an engrossing look at the forces in male culture that condition boys and men to dehumanize, disrespect women and provided an in depth analysis of the BRO Code.
3/26/2015	Ruthe Boyea Women's Center	Event	March for Women's Lives	"We march for women's lives to educate the campus on issues that are relevant to women's lives today." The mission of this march is to highlight issues such as institutional sexism, the battle for reproductive rights, violence against women, the misrepresentation and objectification of women in the media.
3/26/2015	Ruthe Boyea Women's Center, and CCSU Committee for the Concerns of Women	Event	2015 Women's History Month Presents: Shelby Knox	Shelby Knox, a nationally known for the Sundance award-winning film, The Education of Shelby Knox, a 2005 documentary chronicling her teenage activism for comprehensive sex education and gay rights will be engaging the audience in a conversation about the rights of women.
3/27/2015	Philosophy Department	Forum	Diversity, Respect & Inclusion Forum	Join faculty, staff and student representatives from across CCSU campus to discuss the nature and challenges of diversity at CCSU.
3/30/2015	Office of Diversity & Equity	Event	TedxCCSUSalon: The Man Box: Discussing Gender, Masculinity, and Male Privilege	The HEALTHYfellows/Man-enough initiative is a gender responsive wellness retention initiative. The initiative is composed of alumni, faculty and administrators from departments throughout campus.
3/31/2015	HEALTHYfellows/Man Enough Support Initiative	Presentation	10x10 Campaign Ending Violence	Please join us for this important event. You are invited to attend the 10x10 Campaign training @ CCSU. This training is open to any man who wants to take action to prevent intimate partner violence.



Central Connecticut State University

July 25, 2014

Dear Central Connecticut State University Student,

At Central Connecticut State University (CCSU), we care about our students and strive to maintain a safe and healthy learning environment. As part of our comprehensive awareness program to reduce high-risk behaviors, CCSU **requires** that each new student complete the *AlcoholEdu for College, and Haven - Understanding Sexual Assault* to provide you and your peers with common knowledge and an understanding of two major issues confronting college students. Your choices and those of your peers may involve negative consequences; our goal is to assist you and your peers in avoiding those situations. Alcohol can impede academic performance and is the #1 date rape drug. Our aim is to create a culture of engaged bystanders, i.e., those willing to help others make positive choices.

Whether you drink or not, *AlcoholEdu for College* will empower you to make well-informed decisions about alcohol, including how to help your peers when necessary. *Haven - Understanding Sexual Assault* will help you better understand the facts about sexual assault. All students can reduce the incidence of sexual assault by monitoring their actions and their environment where alcohol is involved.

These surveys measure overall alcohol-related attitudes, behaviors and knowledge for you and your peers. All survey responses are strictly **confidential**. Be assured, the University will not receive information about individual student answers. This makes it safe to provide truthful answers. The overall results will be used to develop campus-wide programming.

You will need a computer with internet access and audio capabilities, using **any major web browser released within the previous two years**.

- Access the courses online beginning August 4, 2014.
- Part 1 (Modules 1,2,3,4) is to be completed as soon as possible and takes approximately 2 hours. You may log in and out while completing the courses, following the attached instructions.
- The passing score is 75. You will have completed Part 1 when you have finished Survey Exam 2.
- The deadline for completing Part 1 is August 22, 2014.
- Approximately 45 days after you complete Part 1, you will receive an email asking you to complete Part 2, which should take about 15 minutes.
- The deadline for completing Part 2 is October 27, 2014.

We look forward to seeing you on campus. If you have any technical questions about the program, please contact the AlcoholEdu/Haven Technical Support phone line at 1-866-384-9062. Other general questions may be answered by Sandra Rose-Zak, Interim Wellness Programs Administrator within the Office of Wellness Education, at 860-832-1618, or rosezak@ccsu.edu

Please find your AlcoholEdu/Haven login ID and instructions on the reverse side of this letter to access the courses.

Very truly yours,

Laura Tordenti, Ed.D.
Vice President for Student Affairs

PLEASE READ THE FOLLOWING CAREFULLY:

You are expected to complete *AlcoholEdu for College* and *Haven-Understanding Sexual Assault*.

To create your EverFi Higher Education Account:

1. Go to: <http://www.everfi.com/register>
2. Enter a Registration Code (from table below)
3. Once at your EverFi Dashboard, click **Add a Course** and enter the next Registration Code, etc.

If you have already established an EverFi Higher Education Account and need to add a course to your dashboard:

1. Go to <http://www.everfi.com/login>
2. Once signed in, click **Add a Course** (at the bottom of your dashboard)
3. Enter a Registration Code (from table below)

Note: Use only your CCSU email when logging into the course.

Note: When prompted, please enter your **CCSU Student Id** number so that we will know when you have completed each course. You should have received your Student Id number with your acceptance letter. If you do not know your Student Id or email, you may contact the CCSU Technical Support, at 860-832-1720.

<i>AlcoholEdu for College</i>		Course Outline
Registration Code	C128771A	
Course Opens	August 4, 2014	
Part 1 Due	August 22, 2014	
Part 2 Due	October 27, 2014	
Exam Passing Score	75	

<i>Haven Understanding Sexual Assault</i>		Course Outline
Registration Code	6F2D0378	
Course Opens	August 4, 2014	
Part 1 Due	August 22, 2014	
Part 2 Due	October 27, 2014	



Central Connecticut State University

July 25, 2014

Dear Parents and Family Members,

At Central Connecticut State University (CCSU), we care about our students and strive to maintain a safe and healthy learning environment. As such, we are requiring that all new students to CCSU complete *AlcoholEdu for College and Haven - Understanding Sexual Assault*, an online alcohol and sexual assault prevention program that is being used at over 450 colleges and universities around the country.

Information and instructions for your student to complete this program are enclosed. To help ensure your student meets this *AlcoholEdu/Haven - Understanding Sexual Assault* requirement, please remind him or her that ***all students new to CCSU, including first year students, transfer students, and international students, must complete Part 1 of the course by August 22, 2014.*** They may log into the courses starting on August 4, 2014. ***Part 2 must be completed by October 27, 2014.***

CCSU is committed to making a difference in the lives of our students. We recognize parents as the first line of defense against alcohol misuse and abuse. That is why we are making the *AlcoholEdu for College*, parents course available for your review. Viewing this course will provide an opportunity to open a dialogue with your student about alcohol. If you choose to review the course, you may do so **starting on August 4, 2014**. Your instructions are on the **reverse side** of this letter.

We are confident that *AlcoholEdu for College and Haven - Understanding Sexual Assault* will be helpful to your student's success at CCSU and beyond. If you have any questions about alcohol and other drug prevention efforts on campus, please feel free to contact Sandra Rose-Zak, Interim Wellness Programs Administrator, at (860)832-1618 or via email at rosezak@ccsu.edu.

Very truly yours,

A handwritten signature in black ink that reads "Laura Tordenti".

Laura Tordenti, Ed.D.

Vice President for Student Affairs

Instructions for accessing *AlcoholEdu for Parents*

AlcoholEdu for Parents will be available for your review on August 4, 2014. You will need a computer with Internet access and audio capabilities.

To access *AlcoholEdu for Parents*:

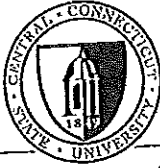
1. Go to: <http://parents.alcoholedu.com>
2. Please review the minimum technical requirements available at the bottom of the *AlcoholEdu for Parents* login page.
3. Under New User enter the following Login ID for PARENTS ONLY: P128771PARENT

IMPORTANT: Do NOT share this Web site and Login Id with your child as he/she will not receive credit for completing the courses under this account. We have provided your son or daughter with separate instructions and account login information for accessing the student version of *AlcoholEdu for College*.

4. Click "Sign Up" and follow the on-screen prompts.
5. When you return, log in as a Returning User and enter the same email address and password you created when you first logged into the course.

Need Help?

Should you experience any difficulties or require support, the *AlcoholEdu* Online Technical Support Center is available 24 hours a day, 7 days a week. Simply click on the "Technical Help" button located in the upper right-hand corner of every *AlcoholEdu for Parents* screen. You do not need to be logged into the course to access the Technical Support Center. You may also contact the *AlcoholEdu/Haven* Technical Support phone line at 1-866-384-9062. Should you need further assistance, please contact Sandra Rose-Zak, Interim Wellness Programs Administrator, at 860-832-1618 or rosezak@ccsu.edu.



Central Connecticut State University

TO: CCSU Classified Employees

FROM: Mary Cavanaugh, University Human Resources Administrator
Human Resources Department

Mary Cavanaugh

DATE: December 15, 2014

RE: Classified Employee and/or Dependent Child Scholarship Awards for Spring 2015

The University Scholarship Distribution Committee announces the Classified Employee Scholarship Awards, available to classified employees as well as dependent children of classified employees, for the 2014-2015 academic year. The amount of funding remaining for this academic year is \$10,000.

Full-time classified employees with four (4) or more years of continuous employment with Central Connecticut State University are eligible to apply for this scholarship. First time applicants must provide a copy of their acceptance letter to Central Connecticut State University.

The following conditions apply to this scholarship program:

- Awards are for courses taken at CCSU only.
- Eligibility for the employee awards is limited to part-time matriculated (undergraduate or graduate) students.
- Eligibility for the dependent awards is limited to full-time and part-time matriculated (undergraduate or graduate) students.
- The award does not cover registration fees.
- Maximum age for a dependent child eligible for this award is twenty-four (24) years of age.

Applications are available in the Human Resources Department. A current or most recent school transcript is required with every Classified Employee Scholarship application. There are no exceptions. Failure to submit the appropriate school transcript will result in ineligibility for the scholarship award. Completed application packages are to be submitted to Mary Cavanaugh of the Human Resources Department and must be received by the application deadline. The deadline for submitting applications is Friday, January 16, 2015 (close of business). Please contact Human Resources at X21756 if you have any questions regarding this and/or need further information.

c: President Miller
Members of the Executive Committee
Classified Employee Scholarship File

Rodriguez, Rosa (Diversity and Equity)

From: Matterazzo, Susan (Academic Affairs) on behalf of Lovitt, Carl (Academic Affairs)
Sent: Wednesday, October 01, 2014 3:43 PM
To: Academic Departments; Administrative Departments
Subject: Religious Holidays for the 2014-15 Academic Year
Attachments: 2014-2015 Jewish and Islamic Holidays.docx

Dear Colleagues,

Various holidays are observed on days classes are scheduled to meet throughout the academic year. Observing students are considered officially excused from classes and it is suggested that faculty not give exams on religious holidays. Everyone should also be considerate of religious commitments of observing students and faculty when scheduling meetings and academic events.

Jewish and Islamic holidays are listed in the attached document. However, please remain mindful of holidays that may be observed by other religious groups.

Observing full-time faculty will charge their absence to Personal Leave (PL).

With Good Wishes,

Carl

Carl R. Lovitt
Provost and Vice President
Academic Affairs

Jewish Holidays:

- Rosh Hashanah – Sunset on September 24, 2014 through September 26, 2014.
- Yom Kippur – Sunset on October 3, 2014 through October 4, 2014.
- Sukkot – Sunset on October 8, 2014 through October 10, 2014.
- Shemini Atzeret – Sunset on October 14, 2014 through October 15, 2014.
- Simchat Torah – Sunset on October 15, 2014 through October 16, 2014.
- Passover – Sunset on April 3, 2015 through April 11, 2015.
- Shavout – Sunset on May 24, 2015 through May 25, 2015.

Islamic Holidays:

- Eid al-Adha – Sunset on October 4, 2014 through October 5, 2014.
- Al-Hijra – Sunset on October 24, 2014 through October 25, 2014.
- Ashura – Sunset on November 2, 2014 through November 3, 2014.
- Mawlid Al-Nabi – Sunset on January 2, 2015 through January 3, 2015.
- Israa/Me'Raj – Sunset on May 15, 2015 through May 16, 2015.
- Lailatul-Bara'ah – Sunset on June 1, 2015 through June 2, 2015.
- Ramadan – Sunset on June 17, 2015 through July 16, 2015.
- Eid al-Fitr – Sunset on July 16, 2015 through July 17, 2015.

Rodriguez, Rosa (Diversity and Equity)

From: LGBT Center
Sent: Tuesday, November 18, 2014 1:38 PM
To: LGBT Center
Subject: This Thursday! Transgender Day of Remembrance
Attachments: CCSU TDOR 2014_Final.pdf; CCSU TDOR 2014.png

Importance: High

Reminder: The Transgender Day of Remembrance this Thursday @ CCSU!

On November 20th, the world observes the Transgender Day of Remembrance to honor the lives of Transgender people who were targeted and murdered because of their gender identity and expression. This day highlights the on-going oppression and violence faced by the trans community and acts as a global call to action against transphobia and intolerance.

At CCSU we will observed this day of reflection and action with two TDOR events. I hope that you can join us for the Film and Vigil. There will be plenty of warm Hot Cocoa for All.
(Please consider wearing gloves and warm socks!)

Special Screening and Discussion of "Valentine Road":

The acclaimed HBO documentary about the controversial life & death of Larry King, a queer and gender non-conforming student who was murdered by his classmate in a California middle school in 2008.

Watch Trailer here: <http://valentineroaddocumentary.com/trailer>

CCSU Semesters Hall, Student Center 5:00p.m. - 7:00p.m

Presented by the CCSU LGBT Center

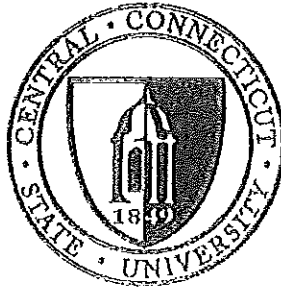
Transgender Day of Remembrance Vigil:

Annual TDOR ceremony & candlelight Vigil

featuring a luminary walk, CCSU *A cappella*, poetry, spoken word, & open mic.

Student Center Circle, 7:00 p.m.

Presented by CCSU Pride, the LGBT Center, & C.A.N



On behalf of the
CCSU Sexual Assault & Interpersonal Violence Resource Team

Copies of the "*How to Help in case of Sexual Violence*" booklet and "*Sexual Assault & Interpersonal Violence*" brochure are being made available to you. We hope you will take the time to familiarize yourself with this information so that if the need arises, you will have the information necessary, and know the resources available in order to assist someone in need.

Additional booklets and brochures may be obtained through the Office of the Vice President for Student Affairs in Lawrence Davidson Hall, Room 103 or by calling #21601.

You may also print these documents directly from our website at:
<http://www.ccsu.edu/sexualassaultawareness>
at the top of the page.

This information is provided by
CCSU's Sexual Assault and Interpersonal Violence Resource Team.

This brochure is available in alternate formats.
Please contact Student Disability Services at (860)832-1957.

CCSU STUDENTS CREATE COMMERCIALS

School backs six-figure production of pair of commercials, page 2

NEWS CCSU SEEKS CARBON REDUCTION, PAGE 3

ARTS & ENTERTAINMENT A TRIO OF 20 UNDER 20, PAGE 5

SPORTS CLUB HOCKEY SPLITS TWO, PAGE 11

The Recorder

Wednesday, October 22, 2014

Central Connecticut State University

Volume 111 No. 07

According to Mieczyslaw Biskupski, S. A. Biejwas Endowed Chair in Polish and Polish American Studies, says the program has educated over 2,000 students since its inception in 1974. CCSU is one of a few universities in the country where two years of Polish Language classes are available. Along with university classes, the Polish Studies Program hosts many activities, lectures and events that have benefited many throughout the years.

"We hope that they are better off for their experiences," said Biskupski. "This event is a promise to the future. We have done well. We will do better."

Biskupski, who has known Schnepf for many years, took charge in extending the invitation. He received a resounding "yes". Schnepf, who has held his current position since 2012, was at one point the ambassador for both Uruguay and Paraguay. He speaks five languages, and is known in Poland as "the most experienced diplomat in Polish foreign service."

"My presence here is a sign of gratitude from the Polish government," said Schnepf. Schnepf commended the program on continuing its goal to give and spread knowledge of Poland. At the same time, he also spoke about the city of New Britain and its role as a safe haven for Polish scholars before the country gained its independence 25 years ago.

Before that time, many books currently held in the Polish Heritage Collection in the Elihu Burrill Library, were banned in Warsaw. The collection houses over 31,000 books and periodicals.

Multiple awards were given out, including the Bene Merito, Amicus Poloniae and the Polish Medal of Merit. The Bene Merito is awarded to three citizens of the Republic of Poland or foreign nationals in recognition of their efforts to promote Poland abroad. Michael A. Peszke, Nicholas Pettinico, Jr. and Alex and Regina Rudewicz

Are friends more likely to intervene in college dating violence?

Research indicates that in 21% of college dating relationships, one partner is being abused. That's one in five relationships.

Who is likely to witness this type of abuse?

The answer is your own friends.

Friends and family members are the most likely group of people to seek resources and information to help victims of dating domestic violence. For college students surrounded by their peer group, this may be the most important intervention they have.

There are many red flags that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time these behaviors become increasingly dangerous and noticeable.

Student affairs professionals believe that friends have an influential role in intervening in dating violence not only with the victim, but also with the abusive partner. Peer groups have the ability to provide safety and support and can also dictate what behaviors are unacceptable. The key is helping college students harness their power to change the cultural tolerance of violence in relationships. The university offers a variety of services to students:

Someone to Talk to:

CCSU Victim Services
(860) 832-5795

Bruce Boyea Women's Center
(860) 832-1655

Residence Life (860) 832-1660

Student Wellness Services

(confidential services)

Health: (860) 832-1925

Counseling: (860) 832-1945

Office of Student Affairs

Davidson Hall, Room 105

(860) 832-1801

Reporting Incidents of Sexual Misconduct & Interpersonal Violence

Rosa Rodriguez (All complaints)
Chief Diversity Officer & Title IX Officer
Office of Diversity and Equity
Davidson Hall, Room 102
860-832-1652

Christopher Duikes (Complaints against students)
Director

Office of Student Conduct

Willard Hall, Room 107

860-832-1667

University Police (All criminal complaints)
860-832-2575

CCSU is currently participating in a public awareness effort aimed at stopping dating violence. This project, called *The Red Flag Campaign*, features a series of eight posters that illustrate "red flags" that might be present in a relationship in which dating violence is happening.

The purpose of the campaign is to encourage students to speak up when they see "Red Flags" for dating violence in their friends' relationships.

For more information on what constitutes dating violence, how to help, or how to get help for a friend, visit WWW.CCSU.EDU/REDFLAG.

Agostino, Nicholas (Diversity and Equity)

From: Academic Affairs Updates
Sent: Friday, April 17, 2015 10:07 AM
To: Academic Departments; Administrative Departments
Subject: REMINDER: Faculty Activity Day
Attachments: 2015 Faculty Day Information and Schedule.pdf

Reminder! Please make every effort to attend today's events in support of your colleagues.

The Center for Teaching and Faculty Development invites you to join us in celebrating our outstanding faculty at the 3rd Annual Faculty Day, on Friday, April 17th in the Constitution Room of Memorial Hall.

The day will begin at 10:00 am with a light breakfast.

The morning program will run from 10:00 am to noon, and will feature interactive faculty presentations from select recipients of this year's Innovation Fund awards:

The **Minority Student Success Consortium** will report on "Success Central": a peer-to-peer intervention designed to support the academic success of CCSU ethnic-minority students.

The **Quality Matters Cohort** will share outcomes from their participation in a nationally recognized standard-based program for online course design.

The **Academic Growth Mindsets Learning Community Group** will report on innovative ways to leverage the concept of "growth mindset" in the classroom.

At noon, *all faculty* are invited to join us for a full hot lunch, compliments of the Center for Teaching and Faculty Development.

At 1:00 pm, the EIT committee will host a very special anniversary celebration of the **Excellence in Teaching Award**. The event will recognize not only this year's EIT award recipient, but also past recipients from the award's rich 25-year history.

On behalf of the CTFD board of advisors, I encourage you to attend all or any part of this annual event celebrating pedagogical excellence at Central Connecticut State University.

Sincerely,

Kara Russell

For more information on the 3rd Annual Faculty Day, please see the attached double-sided program, or contact me at russellk@ccsu.edu.

Kara Russell, Ph.D.

Director, Center for Teaching and Faculty Development

Lecturer, Department of English

Central Connecticut State University

Agostino, Nicholas (Diversity and Equity)

From: Russell, Kara (English)
Sent: Wednesday, April 01, 2015 12:47 PM
To: Gigliotti, Gilbert (English); Park, Sangho (Computer Electronics and Graphics Tech); Fallahi, Carolyn (Psychological Science); Fox, Cheryl, (Math); Garcia-Lozada, Antonio (Modern Languages); Sterpka, Dorothy (English); Lapuerta, Paloma (Modern Languages); Mejia, Gustavo (Modern Languages); Hernandez, Ramon (Student Affairs); Solari, Sheila (CIE); Hermes, Katherine (History); Jones, Shelly (Math); Collins, Mary (English); Petterson, Paul (Political Science); Libby, Lorraine (Social Work); Ward, Christie (CIE); Lee, Seunghun (English); Einhorn, Lee (English); DAgostino, Nicholas (Diversity and Equity)
Cc: Brewer, Elizabeth (English); Koulidobrova, Elena (English); Doyle, Christine (English); Nicoll-Senft, Joan (Special Education and Interventions); Mitchell, Maria (Math); Crespi, Cheryl (Accounting Academic); Krozel, Michael (English); Walden, Joan (Communication)
Subject: Universal Design Workshop Materials
Attachments: UDL Final PowerPoint 3.31.15.pptx; UDL Resources and Guidelines Handout.docx; UDLAssignments.docx; UDL Situation Types.docx

Hi everyone,

Many of you requested digital copies of the PowerPoint presentation and other handouts from yesterday's workshop on Universal Design. Elizabeth and Helen have made them available as attachments to this email. Please feel free to duplicate and share with other members of your department.

If you are interested in being a part of a Learning Community Group on UDL in the upcoming academic year and did not have a chance to fill out the exit survey at yesterday's workshop, please email Elizabeth, Helen, or myself and let us know of your interest.

Thank you all for coming, and a special thanks to Elizabeth and Helen for offering such a meaningful and engaging program.

Kara

Kara Russell, Ph.D.
Director, Center for Teaching and Faculty Development Lecturer, Department of English Central Connecticut State University

Universal Design for Learning

4:00-5:30
March 31, 2015

Undergraduates with Registered Disabilities

CCSU Undergraduates

Workshop Overview

1 out of every 7 people need special accommodations yet everyone will benefit from universal design.

- CCSU Students
 - Access Survey
- Universal Design for Learning
 - Disability Studies
 - UDL Principles
 - Classroom Strategies
 - Benefits and Limitations of UDL
- Group Work
 - Assignment design
 - Classroom activity design

Student Access Survey

Disabilities (documented or undocumented)

- Yes, learning disability
- Yes, emotional or mental disability
- Yes, physical disability
- Yes, multiple disabilities
- No

CCSU Students

...

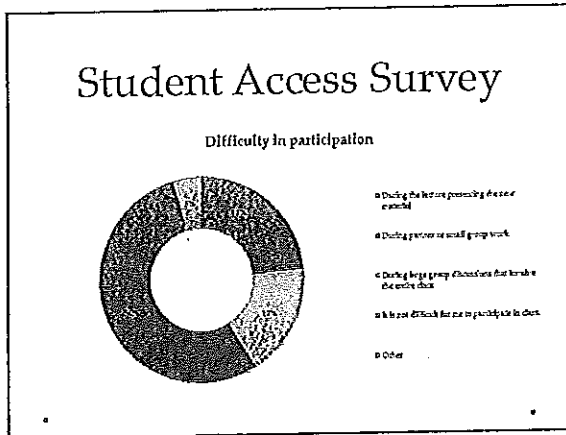
Student Access Survey

Reported difficulty accessing instruction

- Yes, I have had difficulty accessing instruction.
- No, I have not had difficulty accessing instruction.

Perceived reason for difficulty if instruction was only verbal

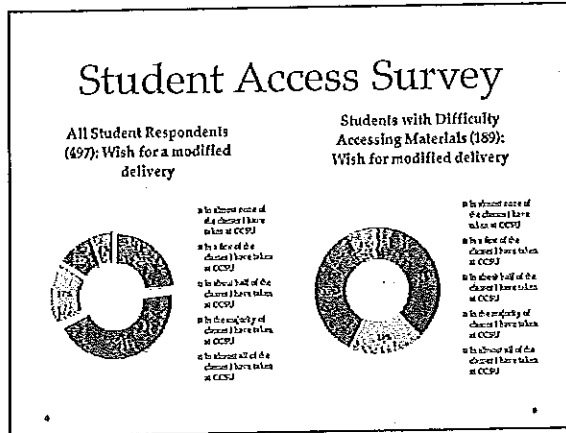
- Key concepts were presented in the reported text only (text in lectures or other class materials) were unsupported by papers or video materials



Student Access Survey

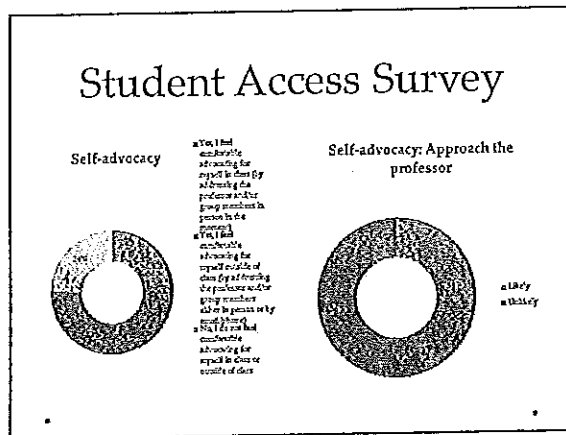
- It is possible that students are just never happy...
- It is possible (highly likely) that many more students have disabilities than what is reported...
- It is possible that in order to comply with the Americans with Disabilities Act, faculty must (begrudgingly) create a wide variety of accommodation strategies...

OR



Universal Design for Learning

...

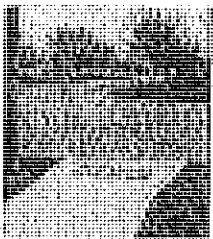


Disability Studies

- Does not view disability solely as an individual-based deficiency or pathology, or through the lens of medical or therapeutic discourses.
- Understands disability in the context of history, culture, and society to provide an enriched view of disability as part of universal human experience. We are all temporarily able-bodied: "TABs."
- If we think of disability as part of what it means to be human, how does this change what we do day-to-day in the classroom?

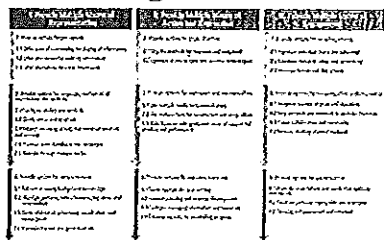
What is Universal Design?

"The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design."



(NCSU Center for Universal Design)

Universal Design for Learning Guidelines



CAST

UD and UDL


Universal Design

- Late 1980s/Early 1990s
- Architecture

Universal Design for Learning

- Late 1990s
- Application of UD principles to educational settings

Video: Learner Variability



Universal Design for Learning (UDL)

- Universal Design for Learning is a set of principles for curriculum development that give all individuals equal opportunities to learn.
- UDL provides a blueprint for creating instructional goals, methods, materials, and assessments that work for everyone—not a single, one-size-fits-all solution but rather flexible approaches that can be customized and adjusted for individual needs.

Inclusive Classroom Practices

<p><u>Outside of Class</u></p> <ul style="list-style-type: none"> • Materials in multiple locations/formats (i.e., online and hard copies) • Descriptive text to all images • Use sans serif fonts • PDFs that are searchable and screen reader friendly • Student projects in alternative formats • Accessible design for digital projects 	<p><u>In Class</u></p> <ul style="list-style-type: none"> • Materials available in multiple locations/formats (i.e., online and hard copies) • Use captions with videos • Limit movement around the room
---	---

10/18/2015

Benefits and Difficulties

Benefits

- Provides greater access to more students
- Positions disability as part of curricular design

Difficulties

- UDL assumes and values extensive flexibility from the (presumed nondisabled) professor
- Student access needs are difficult to find out

Group Work: Classroom Situations

- In a small group, read and discuss the situation descriptions.
- For each activity, discuss any access barriers you find and any potential UDL revisions to these activities.
- Let's discuss your findings.

Group Discussion

...

Resources

...

Group Work: Assignment Design

- In a small group, read and discuss the assignment descriptions.
- Choose 3 that are outside of your group's disciplinary foci and discuss any access barriers you locate.
- If you have time, find an assignment from your own discipline and consider any access barriers.
- Let's discuss your findings.

Resources

- Resources Handout
- Learning Community: Fall Semester 2015

Thank You

...

Elizabeth Brewer

ebrewer@ccsu.edu

Helen Kouřdobrova

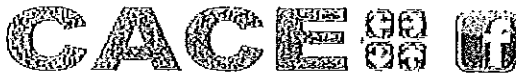
hena.kouřdobrova@ccsu.edu

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements
Sent: Tuesday, March 24, 2015 9:40 AM
To: Academic Departments; Administrative Departments
Subject: Career Week and Spring Career Fair

Colleagues, please share this information with your students, especially if you have any graduating Seniors! Thanks.

Ken
Kenneth J. Poppe, Director
Center for Advising and Career Exploration (CACE)
Central Connecticut State University
Willard Hall, Suite 103
860-832-1635
poppe@ccsu.edu



Students! Looking for an internship? Graduating soon and seeking your first professional position? Need to brush up the resume and start making connections with employers? The Center for Advising & Career Exploration is offering a Career Week series of events next week in advance of our April 7 Spring Career Fair. Refer to the information below, and please pre-register for any events you plan to attend! ALL STUDENTS ARE WELCOME TO ATTEND!

To register for any of these events visit the CACE website at www.ccsu.edu/cace.

CAREER WEEK – March 30 through April 2

Monday, March 30

Career Strategies for LGBTQ Students, 10-1130 am, Student Center Philbrick Room
RESUMANIA – walk-in resume review, Willard 103, 1-4 PM

Tuesday, March 31

RESUMANIA – walk-in resume review, Willard 103, 9 AM – 12 PM
Strategies to Find a Job After College, 10-11 am, Student Center 1849 Room

Wednesday, April 1

RESUMANIA – walk-in resume review, Willard 103, 10 AM – 12 PM
How to Prepare for a Career Fair, 1-2 pm, Student Center Philbrick Room
Etiquette & Networking Dinner*, 7-9 pm, Memorial Hall Connecticut Room (*advance registration REQUIRED)

Thursday, April 2

Interview Skills, 10-11 am, Student Center 1849 Room
RESUMANIA – walk-in resume review, Willard 103, 1-4 PM

SPRING CAREER FAIR – Tuesday, April 7

Student Center Alumni Hall, 1-5 pm

Dress Professionally and bring plenty of resumes!

View a list of Participating Employers (coming soon!) on the CACE website at www.ccsu.edu/cace

DAgostino, Nicholas (Diversity and Equity)

From: Koski, Susan (Criminology and Criminal Justice)
Sent: Friday, April 17, 2015 10:23 AM
To: Benoit, Douglas (Admissions); Leake, Margaret (LearningCtr); Pacheco, Harry (PAS); Colon-Lawson, Gladys (Financial Aid); Koplowitz, Roberta (Athletics); French, James (Lit El Ed Chld Ed); Bishop, Jan (Physical Education Human Performance); Stookey, Sarah (Management and Organization); DIAZ, ESPERANZA; DAgostino, Nicholas (Diversity and Equity); Gifford, Gregory (FoodSvc); Cistulli, Mark (MIS); Werblow, Jacob (Ed Lead Policy Inst Tech); DeAngelo, Tyler J. (Student); Rosa, Edwin W. (Student); Lewis-Hinds, Jessica T. (Student); Perlstein, Joshua (Theatre); Diaz, Gabrielle M. (Student)
Subject: Cady School Visit

Hi All,
We would like to extend our most sincere appreciation for all your efforts yesterday. Each of you had a place in the success of this event. From the funds to the food to the many activities to the gifts....it was a true team commitment! The day started off with some great activities in Kaiser led by students in physical sciences, introductions and breakfast! The youth then sat in on Dr. Stookey's class, which was a great success and prompted much thought! A tour, some "froif" on Vance green led by Dr. Bishop, and then lunch in MWLR. We were joined there by a number of you describing your services around campus which will likely prompt many questions with the youth in the next few months. Finally, we had a most enjoyable, unique, and engaging theater demonstration! Thank you Dr. Perlstein and your student, Chris, for joining us and engaging the youth in your improvisation! Well done!!

A special thank you to our 4 outstanding mentors from the Department of Criminology. Without your leadership and initiative this day would not have been complete!

In short (or long)...THANK YOU! This type of event allows the youth to be exposed to the often-described "mystique" of college life. We all made college life more approachable for them yesterday...and that is one of the many goals! Looking forward to next year and continued success with this event...

Sincerely,
Sue and Joss

Susan V. Koski, LP.D. | Assistant Professor & Director of Field Studies
Department of Criminology & Criminal Justice | Central Connecticut State University
P: 860.832.3088 | E: koskisum@ccsu.edu
Visit our department website: www.crim.ccsu.edu

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements
Sent: Friday, April 17, 2015 3:11 PM
To: Academic Departments; Administrative Departments
Subject: Excellence in Teaching Award Recipient

Colleagues,

The Excellence in Teaching Award Committee has worked through the stages of the process to identify this year's Excellence in Teaching Award recipient. After careful review and deliberation based on the award criteria, the Committee reached its decision, and the awards presentation was held earlier today, Friday, April 17.

The recipient of the 2014-15 Excellence in Teaching Award is **Professor Rachel Schwell of the Mathematical Sciences Department.**

I thank all those who participated in the various stages of the review process. Special thanks go to the members of the Excellence in Teaching Committee for their hard work. Please join me in offering congratulations to all the nominees and the recipient of the 2014-15 Excellence in Teaching Award.

Jack Miller
President

EXTERNAL COMMUNICATION and RECRUITMENT STRATEGIES

Section 46a-68-80

Central Connecticut State University **has** put itself on public record that it is an Affirmative Action/Equal Employment Opportunity employer.

Throughout the reporting period and prior to recruiting for position vacancies, the University initiates and undertakes aggressive positive relationship-building to ensure that affirmative action is more than a paper commitment. Consistent with this effort:

The University has developed a means of recruiting goal candidates for current positions. Recruitment strategies designed to ensure opportunities for all qualified applicants begin at the basic level of the employment process. The University's recruitment plan is designed to secure ongoing relationships and develop additional recruiting sources while cultivating recruitment programs as required by Subsection (c).

The chief diversity officer, with support from other University officials, maintains on a continuing basis, a list of individuals, publications, groups, and organizations, and a list of regular recruiting services representing protected groups. Written expression of the University's commitment to affirmative action and equal employment opportunity and notices of job availability are sent regularly to these recruitment resources which are capable of referring qualified applicants for employment. All advertisements and position announcements contain a statement of the University's commitment to affirmative action and equal employment opportunity.

All employment advertisements contain a reference to the University's commitment to affirmative action and a statement that the University is actively seeking members of underrepresented groups to diversify its workforce. No advertisements exclude people by gender or age, except in the case of a bonafide occupational qualification or need.

The chief diversity officer, in conjunction with other members of the University community, makes personal contacts with local, state and national recruitment sources. These efforts are designed to maintain frequent contact with protected class groups, organizations and resource agencies. New contacts are continually sought.

Employment advertising publication sources include media that target an underutilized class audience in the labor market areas most relevant for filling a vacant office position or position classification.

The Chief Diversity Officer and ODE staff directly oversees all **Search committees**. The Office of Diversity and Equity (ODE) reviews all notices of position vacancies, applications and the candidate pools to ensure that qualified goal applicants are included and selected for interview. When the candidate pool is void of qualified goal candidates the ODE has sufficient time to request that the search be extended in order to engage in additional recruitment efforts.

The University's recruitment strategies include placement goals for all job openings. Vacancy notices are posted in their respective occupational category on the University's web page. The ODE posts employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office.

The ODE reviewed resumes and applications of candidates, including goal candidates, to further ensure that the interview pools are diverse, as part of the University's recruitment plan. Where the staff found that the interview pools did not include goal applicants and were not diverse, the CDO or Associate reviewed other candidates for consideration.

Notices dated July 31, 2014 that the University is an Affirmative Action/Equal Employment Opportunity employer was sent to all unions that represent the University's employees for collective bargaining purposes. Such notice contains an invitation to review and comment on CCSU's Affirmative Action Plan.

The Chief Financial Officer and the Chief Administrative Officer are responsible for overseeing contract compliance requirements covered by Conn. Gen. Stat. Sections 4a-60 and 4a-60a.

The University encourages and solicits the participation of minority business enterprises meeting qualifications established under Connecticut General Statute 4a-60g and 4a-61or 32-9e. All bidders, contractors, subcontractors and suppliers of materials and services to the University received notification of the University's Affirmative Action/Equal Employment Opportunity policy. The notice includes a statement that the University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials or found to be in violation of any state or federal anti-discrimination law. Further, the University does not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials that discriminates against protected group members and promptly reports any behavior inconsistent with state or federal anti-discrimination law to the Commission on Human Rights and Responsibilities or other appropriate authorities for investigation. The University encourages bidders, contractors, subcontractors, and suppliers of goods and services to develop their own affirmative action plans.

The University engages in concerted agenda with the Department of Administrative Services, Permanent Commission on the Status of Women, Department of Labor (Job Service), Department of Economic Development or any other pertinent agency to coordinate and unify the implementation of the above activities, and to eliminate unnecessary duplication of effort and expense.

In accordance with the State of Connecticut Records Retention guidelines, the University maintains the name and address of each organization, recruiting source, bidder, contractor, subcontractor, supplier of materials, publisher and union receiving notice of the agency policy, date of notice, and copies of all communication, statements, advertising and contract provisions with the above groups or individuals. Where the cooperation of another agency is essential to the implementation of activity undertaken pursuant to this section, the University shall keep record of each instance of contact with the agency whose cooperation is requested and the outcome thereof.

CONTRACT COMPLIANCE/SMALL BUSINESS SET-ASIDE ACTIVITIES

The chief diversity officer worked with the chief finance and chief administrative officers to ensure compliance with the Connecticut General Statute Section 46a-60, Contract Compliance.

In compliance with Section 46a-68-35, the University has consistently put itself on public record as being an affirmative action/equal opportunity employer.

Central Connecticut State University submitted its Small and Minority Business Set-Aside goals for fiscal year 2014-2015 to Department of Administrative Services (DAS) Business CONNections and the Commission on Human Rights and Opportunities (CHRO) in July 2014. The University received a notice September 18, 2014, which outlined its requests, the approved DAS goals, and an explanation of the course of action taken to establish the goals approved by DAS.

The University's Small Business Enterprise (SBE) and Minority Business Enterprise (MBE) allocated funds for fiscal year 2014-2015 were \$1,364,823. The goals for Small/Minority Business Enterprise was \$341,206 and Minority Business Enterprise was \$85,301. At the close of the fourth quarter of the fiscal year, the SBE expenditures totaled \$9,857,265.33 (approximately 722.24% of the established SBE set aside allocation) and the SBE expenditures and the MBE expenditures totaled \$2,141,234.11 (approximately 627.55% of the established S/MBE set aside goal) both of which exceed the goals set for the fiscal year 2014-2015.

During this reporting period, the purchasing manager continued to implement proactive measures designed to encourage SBE expenditures. These measures included reviewing the list of vendors to ensure that small businesses were properly identified as set-asides and letters were sent to companies making them aware of the set-aside program as well as encouraging them to become certified through the DAS Business CONNections. In addition, internal purchase-card (P-Card) users were encouraged to use small businesses when making purchases. Those purchases to small businesses were manually extracted from the University's P-Card expenditures.

All bidders, contractors, subcontractors and suppliers of goods and services to the University were notified of the University's policy that it would not do business with anyone who discriminates against protected class members. The following statement was included in all bids and on all purchase orders –

Nondiscrimination Statement

Central Connecticut State University is an affirmative action equal opportunity institution. The University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials found to be in violation of any state or federal antidiscrimination law.

All bidders, contractors, and suppliers of materials have been made aware of the University's affirmative action policy. Every formal bid contains contract compliance regulations and bidder contract compliance report forms. A requirement to comply with C.G.S. Section 4a-60 is provided to every recipient a Request for Proposal (RFP). In addition the content of C.G.S. Section 4a-60 is printed on the reverse of every purchase order, as well as any other agreement entered into between CCSU and another party in which review and approval of the Attorney General Office is conducted. The University 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.

For every RFP and RFQ issued, the University sent invitation to bid notices to the DAS Business CONNections, which electronically distributes said bid notices to all minority businesses who are

registered with Business CONNections. During this reporting period, invitations to bid notices were placed in the DAS Business CONNections and the CCSU Purchasing websites.

During this reporting period, the Purchasing Department maintained a web page at <http://www.ccsu.edu/purchasing/currentBids.html>, which listed all of the University's currently available bidding opportunities. In addition, it provided links to the DAS web page, where small vendors can find information regarding state procurement opportunities, assistance for set-aside contractors interested in securing state contracts, a complete description of the Set-Aside Program, and how to become certified. The web page also included the Purchasing Policies and Procedures Manual so that potential bidders could obtain information regarding the processes, procedures, and regulations associated with the acquisition of products and services for the University.

GOOD FAITH EFFORTS

As required in Section 46a-68-92, the University has engaged in the initiatives articulated in subsection (a) to (d), inclusive, of this section:

RECRUITMENT ACTIVITIES DURING THIS REPORTING PERIOD

The University developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups as required under Subsection (B). Throughout the reporting period and prior to recruiting for position vacancies, the University initiated and engaged in aggressive positive relationship-building activities.

The University utilized search committees to fill all unclassified vacancies. Each search committee was required to develop a search plan designed to reach a broad and diverse pool of potential applicants. Further, the search committee was instructed by the chief diversity officer to make every effort to recruit underutilized and underrepresented applicants. Those efforts included aggressive advertising, sending letters with the position description to appropriate institutions, including those that have significant populations of minorities, recruiting potential minority applicants through professional organizations and at professional meetings, and networking with individuals who are likely to have contact with underutilized members. In addition, the Office of Diversity and Equity established personal relationships with colleges and universities with doctoral degree programs, including historically black colleges and universities, Hispanic –granting institutions as well as institutions awarding doctoral degrees to significant numbers of minority students, designed to increase the diversity of applicant pools.

The Chief Diversity Officer advised executive, faculty, and administrative search committees to extend searches and re-examine recruitment methods. The search committees were able to expand recruitment to enhance demographics of the applicant pool with the approval of the Chief Diversity Officer. A search may be extended or canceled if a diverse pool of applicants is not identified.

Faculty and administrative employment opportunities were advertised locally as well as nationally in order to attract large and diverse pools of applicants. Advertisements were placed in local newspapers, such as the Hartford Courant, New Britain Herald, etc. To reduce advertisement costs the University is purchasing annual subscriptions to the following: *HigherEd.jobs.com*; *Diverse*; and *Hispanic Outlook*. This allows the university to post unlimited advertisements for its positions.

Vacancies in classified occupational categories, not subject to competitive exam or where there were no certification lists were posted within the University. In addition, notices of the vacancies were sent to other CSU universities, state agencies, local and regional newspapers, the State of Connecticut Job Service, the DAS website, all unions representing qualified staff, and a number of community agencies representing protected groups.

The University posted notice of all vacancies in their respective occupational category on its web page at <http://www.ccsu.edu/HumanResources/jobs.html>.

As indicated above, the Office of Diversity and Equity posted employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office. Copies of these announcements as well as other equal employment opportunity information were provided upon request.

Continuous contact was made with recruiting sources and organizations capable of recruiting underutilized group members for employment. The list of recruiting sources was annually updated.

Members of the University met with officials from community, social and religious organizations to discuss community building, which included recruitment for employment opportunities.

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 for employment.

The **AAUP (Faculty) MRRC** is charged with the responsibility of assisting search committees to recruit members of minorities and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will effectuate the above purposes. Last year the University awarded \$21, 638.00 to four males and seven female recipients in the following disciplines: Economics, Modern Languages, Nursing, Educational Leadership, Policy & Instructional technology, Counselor Education & Family Therapy, Counseling & Wellness Center, Computer Electronics and Graphics Technology, Sociology, Finance, Geography, and Psychology.

The **SUOAF/AFSCME MRMC** (Professional Non-Faculty) is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first three years in a new position or reassignment. The program eligibility was changed from three to six years and it also now includes employees who are promoted to a higher level position. During the reporting period 10 members attended an MRMC Mentoring Luncheon and six members of color were funded to participate in professional development activities

Members of the Office of Diversity and Equity staff attended and/or addressed various conferences, training seminars and workshops, outside of CCSU, such as:

- Annual True Colors Conference (March 2015)
- ConnSACS Sexual Assault Crisis Training April 7, 2015
- BOR Title IX Training April 8, 2015
- CADEP Annual Meeting September 12, 2015
- BOR Title IX Train the Trainer Program
- DOJ Panel on Sexual Assault Laws October 17, 2015
- Effective Response to Sexual Violence Claims November 7, 2015
- Sexual Violence on College Campuses January 9, 2015
- 23rd Annual Conference on Serving Adults with Disabilities Conference April 30, 2015
- AAUW Annual Conference
- CHRO/PCSW Update Training June 10, 2015
- CHRO AA Plan Training June 18, 2015
- ATIXA Civil Rights Investigator Level Two Certification Course June 2015
- YWCA Training – Certification for Sexual Assault Crisis Counselor 48 hour training - Spring 2015)
- Clery CSA Training - June 2015

When possible, the CDO or the associate attend scheduled meetings of both the Connecticut Association of Diversity and Equity Professionals and the CSU Diversity and Equity Officers group as meetings are scheduled.

The following publications and organizations are representative of those used for the publication of classified advertisements, notices posted on web pages, and distribution of employment opportunity announcements:

- | | |
|---|---|
| 1. Career Builder- www.careerbuilder.com | 132. NCAA Website |
| 2. DAS | 133. Commons.aaahq.org |
| 3. Chronicle of Higher Education | 134. Fma.org |
| 4. Highered.com | 135. Jobs.aonline.org |
| 5. Hispanic Outlook | 136. Placement.aisnet.org |
| 6. Diversejobs.net | 137. Marketing Website |
| 7. Cpcanet.org | 138. NASPA |
| 8. laclea.org | 139. International Personnel Managers Association CT Chapter List |
| 9. Cawp.net | 140. Aejmc.org |
| 10. Bppa.org | 141. Visual Communication Division of AEJMC |
| 11. Nychiefs.org | 142. Newspaper/Online Division of AEJMC |
| 12. Nypd-lba.org | 143. Small Programs of AEJMC |
| 13. Municipal Police Departments | 144. Journalism Studies Division International Communication Association of AEJMC |
| 14. Clerical Union | 145. Journalism Studies Division International Communication Association |
| 15. All CCSU Departments | 146. National Association of Black Journalists |
| 16. CCSU's HR Website | 147. National Association of Hispanic Journalists |
| 17. Connecticut Counseling Association Newsletter | 148. Educause |
| 18. Connecticut School Counselors Association Newsletter | 149. Connecticut Distance Learning Consortium |
| 19. American School Counselors Association | 150. NCAA News Website |
| 20. AACN Website\ | 151. USLacrosse.org |
| 21. Personal Networks | 152. Academy of Criminal Justice Sciences Employment Bulletin |
| 22. Conference Attendance Distribution | 153. American Society of Criminology Employment Exchange Website |
| 23. Email to Nursing Graduate Programs | 154. Email to attendees of national cybercrime conference |
| 24. Aamft.org | 155. Indeed.com |
| 25. Psychotherapy Networker Magazine | 156. InfoComm.org |
| 26. CT Association for Marriage & Family Therapy | 157. Association of Higher Education Cable Television Administrators |
| 27. Networking with COAMFTE Program Directors | 158. Society of Broadcast Engineers Connecticut Chapter |
| 28. MLA Job Information List | 159. Newhavenmanufacturers.com |
| 29. Writing Board Administrators List | 160. Ct.org |
| 30. WPA Job Board | 161. Mact.org |
| 31. Council on Basic Writing List | 162. ITBD Business Advisory Committee |
| 32. Physicstoday.org | 163. Northeast Executive Advertising Group |
| 33. Nsbp.org | 164. CT Employment and Training Commission |
| 34. Cas.casciac.org | |
| 35. Capss.org | |
| 36. Email Distribution | |
| 37. Journal of Higher Ed | |
| 38. Maintenance and Service Union | |
| 39. Eims.ams.org | |

40. Mathjobs.org
41. Clerical Union
42. Latinos in Higher Education
43. American Counseling Association
44. Science Conference Posting
45. CSU Job Postings
46. Acsm.healthjobsplus.com
47. AAHPERD Career Link
48. Jobs.com
49. National Communication Association
Posting Board
50. Aaanet.org
51. Professional Facebook Groups
52. Society for Medical Anthropology
53. Middle East Section
54. Association for Black Anthropologists
55. Association for Latina and Latino
Anthropologists
56. Association for Feminist Anthropology
57. Society for East Asian Anthropology
58. Jobs for Philosophers
59. Apa.org
60. Psychologicalscience.org
61. Abpsi.org
62. Nlpa.ws
63. Email sent to Adjunct Faculty
64. Aigany.org
65. Graphicartistsguild.org
66. Pratt.edu
67. Risd.edu
68. Scad.edu
69. Connecticut Counseling Association
Newsletter
70. NASPA Conference
71. Area Division A Administration
Organization and Leadership List
72. AERA Division J Postsecondary
Institutions List
73. National Association of Student Personnel
Administrators
74. Office of Diversity and Equity
75. American Educational Research
Association, Division 1 Administration
76. CT Association of Latinos of Higher
Education
77. CT Association of Schools
78. CT Association of Public School
Superintendents
165. Hartford Jobs Corps
166. YWCA
167. CONNSacs
168. SWEALF
169. PCSW
170. CT Association of Diversity and Equity
Professionals
171. ETD List
172. NACWAA
173. Inside Higher Education
174. Associated Schools of Construction
175. ASEE Website
176. Academic Keys Website
177. ASCE Website
178. ScholarlyHires.com
179. TRIO List
180. Information Literacy Instruction
181. New England Library Instruction Group
182. Aigany.org
183. LinkedIn
184. Beaweb.org
185. Cmstudies.org
186. CRTNET
187. Phone calls and emails to colleagues and
mentors from other institutions
188. Phone calls and emails to graduate
school faculty and staff
189. Modern Languages Association Job List
190. Academy of Management
191. The PHD Project
192. ATMAE
193. American Sociological Association Job
Bank
194. Association for Black Sociologists
195. Psycareers.com
196. Careercenter.abpsi.org
197. Siop.org
198. Society for Teaching of Psychology
199. College Art Association
200. H-net.org
201. Amart-1@lists.fsu.edu
202. Association of American Geographers
203. Ncph.org
204. AHA
205. HBCU
206. Public History Educators
207. American Historical Association
Conference

- | | | | |
|------|--|------|---|
| 79. | American Educational Research Association Social Justice SIG & LGBT SIG | 208. | American Education Studies Association |
| 80. | Communications of the ACM | 209. | National Association of Multicultural Education |
| 81. | SIGCSE Mailing List | 210. | American Primatological Association |
| 82. | Chemical and Engineering News | 211. | Northeast Conference Offices |
| 83. | Emails to colleagues at PhD granting institutions | 212. | Big East Conference Offices |
| 84. | Connecticut Valley American Chemical Society | 213. | America East Conference Offices |
| 85. | Careers-asce.org | 214. | Patriot League Conference Offices |
| 86. | Engineering.academickeys.com | 215. | Connecticut Law Tribune |
| 87. | Engineering Technology List | 216. | Connecticut Bar Association |
| 88. | Monster.com | 217. | American Bar Association |
| 89. | Nsbe.org | 218. | National Association of Sentencing Commissions |
| 90. | Hacu.net | 219. | National Association for Foreign Student Advisors |
| 91. | Swe.com | 220. | Teaching English As a Second Language International Education |
| 92. | Jbhe.com | 221. | Region XI List |
| 93. | Etd-l@listproc.tamu.edu | 222. | CTPGA |
| 94. | American Accounting Association | 223. | NACDA |
| 95. | National Academic Advising Association | 224. | PGA of America |
| 96. | Hartford Courant | 225. | IPMA-HR CT |
| 97. | Shared with Housing Colleagues | 226. | State of Connecticut Agency Personnel Council |
| 98. | Connecticut Library Association | 227. | ELMAR |
| 99. | Connecticut Library Consortium | 228. | The American Anthropological Association |
| 100. | Simmons College | 229. | Phil Jobs/Jobs for Philosophers |
| 101. | Connecticut Police Chiefs Association | 230. | American Psychological Association website (apa.org) |
| 102. | International Association of Law Enforcement Administrators | 231. | Association of Psychological Science website (psychologicalscience.org) |
| 103. | Connecticut Association of Women Police | 232. | Association of Black Psychologists website (abpsi.ws) |
| 104. | Boston Police Patrolmen's Association | 233. | Graphic Artist Guild of New York |
| 105. | Connecticut Association of Women Police | 234. | Pratt School of Art and Design |
| 106. | Boston Police Patrolmen's Association | 235. | Rhode Island School of Design |
| 107. | New York Association of Chiefs of Police | 236. | Savannah College of Art and Design |
| 108. | New York Police Department Lieutenants Benevolent Association | 237. | SE&T website |
| 109. | Higherjobs.com | 238. | CSCE (Connecticut Society of Civil Engineers) |
| 110. | Financial Management Association | 239. | Association for Education for Journalism and Mass Communication (AEJMC) |
| 111. | Academy Of Management
(http://jobs.aomonline.org/) | 240. | The National Association of Black Journalist |
| 112. | Association for Information Systems | 241. | National Association of Hispanic Journalism |
| 113. | CCSU Marketing Department's website | 242. | Scholarly Hires |
| 114. | The Financial Management | | |
| 115. | Jobs in Geography with the Association of American Geographers | | |
| 116. | Journal of Higher Education and ASEE | | |
| 117. | AM Association for Marriage & Family Therapy | | |
| 118. | Psychotherapy Networker Magazine | | |

- | | | | |
|------|---|------|---|
| 119. | Mathematical Sciences and Math Jobs | 243. | BEA jobs |
| 120. | ASCM.healthjobsplus.com | 244. | Society for Cinema and Media Studies |
| 121. | APS (Association for Psychological Science), | 245. | The Association for Black Sociologists |
| 122. | National Latina/o Psychological Association | 246. | College Art Association |
| 123. | SIOP (Society for Industrial and Organizational Psychology) | 247. | Perspectives (AHA), H.Net*Categories: Public, African American, Ethnic, Urban and the NCPH.org. |
| 124. | American Association of Physical Anthropology | 248. | American Education Studies Association Newsletter |
| 125. | The Black Coaches Association | 249. | Connecticut Association of Diversity and Equity Professionals (CADEP) |
| 126. | American Football Coaches Association | 250. | YWCA |
| 127. | US Lacross.org | 251. | ConnSACS |
| 128. | The Hartford Courant | 252. | Permanent Commission on the Status of Women |
| 129. | The International Professional Managers Association (IPMA) | 253. | New Haven Manufacturer's Association |
| 130. | Manufacturers Alliance of CT | 254. | CT Technology Council |
| 131. | NE Executive Advertising Group | 255. | Job Corp |

D'Agostino, Nicholas (Diversity and Equity)

From: CCSU Human Resources
Sent: Tuesday, November 03, 2015 3:49 PM
To: D'Agostino, Nicholas (Diversity and Equity)
Subject: CCSU Application for Chief Information Officer

This Email Confirms Your Application has Been Received

Thank you for your application.

We will review your application and get back to you as soon as we can.

CCSU Human Resources Department.

CCSU is an equal employment and affirmative action employer. Members of all underrepresented groups, women, veterans, and persons with disabilities are invited and encouraged to apply.



July 31, 2014

Mr. Vijay Nair, CSU-AAUP President
 AAUP Office
 Marcus White 310
 Central Connecticut State University
 New Britain, CT 06050

Dear Mr. Nair:

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1515 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,


 Rosa Rodriguez
 Chief Diversity Officer

cc: President Miller



July 31, 2014

Mr. Robert Rinker, Executive Director
 Connecticut State Employees Association
 750 Capitol Avenue
 Hartford, CT 06106


Dear Mr. O'Brien:

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.

Please know we are an Affirmative Action Employer.

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Sincerely,


 Rosa Rodriguez
 Chief Diversity Officer

cc: President Miller
 Patrice Peterson



July 31, 2014

Mrs. Laila A. Mandour
Administrative Residual
A & R Local 4200
805 Brook Street
Rocky Hill, CT 05067

Dear Ms. Mandour:

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,


Rosa Rodriguez
Chief Diversity Officer

cc: President Miller



July 31, 2014

Mr. Ron McLellan, President
Connecticut Employees Union "Independent"
P.O. Box 1268
Middletown, CT 06457

Dear Mr. McLellan:

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,


Rosa Rodriguez
Chief Diversity Officer

cc: President Miller

July 31, 2014

Glenn Terlecki, President
Protective Services Employees Coalition
50 Columbus Blvd.
Hartford, CT 06106

Dear Mr. Terlecki:

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,



Rosa Rodriguez
Chief Diversity Officer

cc: President Miller

July 31, 2014

Mr. Sal Luciano
Executive Director
AFSCME, CT Council 4
444 East Main Street
New Britain, CT 06051

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,



Rosa Rodriguez
Chief Diversity Officer

cc: President Miller



Central Connecticut State University

July 31, 2014

Mr. James LoMonaco, President
SUOAF-AFSCME
Eastern Connecticut State University
Willimantic, CT 06226

Dear Mr. LoMonaco:

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.

Please know we are an Affirmative Action Employer.

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. We will be happy to make it available on request, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT, at any time between the hours of 8:00 a.m. to 5:00 p.m. 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.

Sincerely,

Rosa Rodriguez
Rosa Rodriguez
Chief Diversity Officer

cc: President Miller

Recruitment Contacts

Organization Name	Attention	Address	City	State	Zip Code	Email
Bethel A.M.E. Church	Administrative Staff	1154 Blue Hills Avenue	Bloomfield	CT	06002	bachurch01@snet.net; mstlc070806@yahoo.com
Billings Forge Community Works - help share community related opportunities such as job postings through our various networks. It includes individuals who live and work in Hartford, non-profit organizations (youth, education, housing, social services, FBO and CBOs) as well as the public and private sector.	Luz Conde	227 Lawrence Street, 2nd Floor	Hartford	CT	06106	luz@billingsforgeworks.org
Canton Public Library		40 Dyer Avenue	Canton	CT	06019	ilcatn@libraryconnection.info
Catholic Charities - Archdiocese of Hartford	Family Service Center	839-841 Asylum Avenue	Hartford	CT	06106	pagnew@ccaoh.org
Catholic Charities	Family Service Center	90 Franklin Square	New Britain	CT	06051	pagnew@ccaoh.org
Center for Latino Progress-CT Puerto Rican Forum Inc.		95 Park Street, 2nd Fl	Hartford	CT	06106	latinoprogress@ctprf.org
Citadel of Love		167 Barbour Street	Hartford	CT	06120	churchoffice@thecitadeloflove.org
City of Hartford	Human Resources	550 Main Street	Hartford	CT	06103	jar002@hartford.gov
City of New Britain		27 West Main Street	New Britain	CT	06051	nbmaster@newbritainct.gov
Connecticut Association of Latinos in Higher Education (CALAHE)	CCSU - Willard Hall, Room 110	1615 Stanley Street	New Britain	CT	06050	CA-CALAHE@CCC.COMMNET.EDU
Connecticut Health Foundation	Hispanic Federation	100 Pearl Street	Hartford	CT	06103	info@cthealth.org
CT Works @ Hartford Public Library	Career Agent	500 Main Street	Hartford	CT	06103	learning@hplct.org
CT, State of, Latino & Puerto Rican Affairs Commission		18-20 Trinity Street	Hartford	CT	06106	werner.oyanadel@cga.ct.gov
CURET Caribbean Resource Center		1443 Albany Avenue	Hartford	CT	06112	info@curetinc.org
Dept of Rehabilitation Services						
Bureau of Education and Services for the Blind	Vocational Rehabilitation Supervisor	184 Windsor Avenue	Windsor	CT	06095	mary.burgard@ct.gov
Downtown YMCA		241 Trumbull Street	Hartford	CT	06103	downtown.branchymca@ghymca.org
East Hartford YMCA		770 Main Street	East Hartford	CT	06108	east.hartfordymca@ghymca.org
Employment for Homeless Veterans		1921 Park Street	Hartford	CT	06106	Vets@ctct.org
Farmington Valley YMCA		97 Salmon Brook Street	Granby	CT	06035	farmington.valleyymca@ghymca.org
Glastonbury Family YMCA		29 Welles Street, Fox Run Mall	Glastonbury	CT	06033	glastonbury.familyymca@ghymca.org
New Britain YWCA	Barbara Heidenis, Family Literacy & Support	19 Franklin Square	New Britain	CT	06051	contact@ywcanewbritain.org
Goodwill Hartford Career Center		315 New Park Avenue	Hartford	CT	06106	careercenter@gwct.org
Greater New Britain Chamber of Commerce		1 Court Street, 4th Fl	New Britain	CT	06051	
Hartford American Job Center		3580 Main Street	Hartford	CT	06120	donna.smith@ct.gov
Hartford American Job Center	Veteran Employment Representative	3580 Main Street	Hartford	CT	06120	james.lauber@ct.gov
Hartford Guardians		253 High Street	Hartford	CT	06103	
Hartford Police Italian Officers Association						hartfordpoliceioa@yahoo.com
Hot 93.7		10 Executive Drive	Farmington	CT	06032	DJ.Buck@chsradio.com
Human Resources Agency of New Britain	Irene S. Chlastawa	180 Clinton Street	New Britain	CT	06053	ichlastawa@hranbct.org
Immaculate Conception Shelter & Housing Corporation		P.O. Box 260669	Hartford	CT	06126	Mabelc@icshc.org
Immanuel Congregational Church		10 Woodland Street	Hartford	CT	06105	admin@iccucc.org
Indian Valley Family YMCA		11 Pinney Street	Ellington	CT	06029	indian.valleyymca@ghymca.org
Latino and Puerto Rican Affairs Commission		18-20 Trinity Street	Hartford	CT	06106	lprac@cga.ct.gov
Manchester Public Library		586 Main Street	Manchester	CT	06040	Reference@manchesterct.gov
Mandell JCC Greater Hartford		335 Bloomfield Avenue	West Hartford	CT	06117	dgoldstein@mandelljcc.org
Mercy Housing and Shelter Corporation		211 Wethersfield Avenue	Hartford	CT	06114	tgrant@mercyhousingct.org
Mi Casa Family Service & Educational Center, Inc.		590 Park Street	Hartford	CT	06106	
Mount Moriah Baptist Church		222 Barbour Street	Hartford	CT	06120	mountmoriah945@yahoo.com
NAACP	Dan Durant	P.O. Box 1012	Hartford	CT	06143	ddurant@aftct.org
National Society of Hispanic MBAs - NSHMBA		P.O. Box 231712	Hartford	CT	06123	
New Britain American Job Center		260 Lafayette Street	New Britain	CT	06053	janice.albert@ct.gov
New Britain American Job Center	Veteran Employment Representative	260 Lafayette Street	New Britain	CT	06053	yuriv.matviljenka@ct.gov
New Britain Public Library		20 High Street	New Britain	CT	06051	pwatson@nbppl.info
Newington Public Library		95 Cedar Street	Newington	CT	06111	refdept@newingtonct.gov

Recruitment Contacts

New Opportunities Inc		43 Saint Casimir Drive	Meriden	CT	06450	Info@NewOpportunitiesInc.org
Oak Hill		120 Holcomb Street	Hartford	CT	06112	info@ciboakhill.org
Permanent Commission on the Status of Women		18-20 Trinity Street	Hartford	CT	06106	pcsw@cga.ct.gov
Polish American Home Care						ZenaN@polishamericanhomecare.com ;
Prosser Public Library						PolAmerEmpSer@sbcglobal.net
Rehoboth Church of God						rlamonaca@libraryconnection.info
Salvation Army						rehobothchurch@comcast.net
Salvation Army - Hartford Citadel						Anthony.Rivera@use.salvationarmy.org
Salvation Army						Brian.Glasco@use.salvationarmy.org
Salvation Army - Human Services Bureau						Debbie.White@use.salvationarmy.org
Salvation Army - Human Services Bureau						Ruth.Rosado@use.salvationarmy.org
SNAP Employment and Training - CRT						Patricia.Arboleda@use.salvationarmy.org
South Park Inn						SNAPEmployment@crct.org
South Windsor Youth and Family Services						info@southparkinn.org
Spanish Speaking Center of New Britain						elizabeth.langevin@southwindsor.org
Spotswood African Methodist Episcopal Zion Church						marymaryssc@yahoo.com
Stewart B. McKinney Emergency Shelter						info@spotswoodamezion.org
The Cornerstone Foundation						mckinney@crct.org
The First Cathedral						info@cornerstone-rockville.org
The Open Hearth						lbaileyiii@firstcathedral.org
Town of Berlin						shaw@theopenhearth.org
Town of Bloomfield						dtruitt@town.berlin.ct.us
Town of Bristol						cjones@bloomfieldct.org
Town of Canton						personnel@bristolct.gov
Town of Cheshire						ccote@townofcantontct.org
Town of Cromwell						mpiccerillo@cheshirect.org
Town of East Hampton						lolson@cromwellct.com
Town of Farmington						youthservices@easthamptonct.gov
Glastonbury Town Hall						parentn@farmington-ct.org
Glastonbury Town Hall						rajwant.saeed@glastonbury-ct.gov
Town of Manchester						janine.fiedler@glastonbury-ct.gov
Town of Manchester						richg@manchestertct.gov
Town of Newington						edaros@manchestertct.gov
Town of West Hartford						tlane@newingtonct.gov
Town of Wethersfield						Robin@WestHartfordCT.gov
Town of Windsor						kathy.bagley@wethersfieldct.com
Tri-Town YMCA						recreation@townofwindsorct.com
Welles Turner Memorial Library						tri.townYMCA@ghymca.org
West End Civic Association						deb.martin@glastonbury-ct.gov
West Hartford YMCA						wecawestend@gmail.com
West Indian Social Club of Hartford Inc						west.hartfordymca@ghymca.org
Wheeler Regional Family YMCA						mainoffice@westindiansocialclub.org
Wilson-Gray YMCA Youth & Family Center						wheeler.membership@ghymca.org
Windsor Community Television						Wilson.gray@ghymca.org
Women & Families Center						jenny.h@win-tv.org
Women & Families Center						rcardona@womenfamilies.org
WKNB						mcrosby@womenfamilies.org
WRYM 840 AM Radio						cm1480am@yahoo.com
						wmartinez@wrym840.com
	Employment Services	39 New London Turnpike	Glastonbury	CT	06033	
		1 Tunxis Avenue	Bloomfield	CT	06002	
		1170 Blue Hills Avenue	Bloomfield	CT	06002	
		78 Franklin Square	New Britain	CT	06051	
		217 Washington Street	Hartford	CT	06106	
	Human Services Bureau	225 Washington Street	Hartford	CT	06106	
	Case Manager	225 Washington Street	Hartford	CT	06106	
	Case Manager	225 Washington Street	Hartford	CT	06106	
		395 Wethersfield Avenue	Hartford	CT	06114	
		75 Main Street	Hartford	CT	06106	
	Charles N. Enes Community Center		South Windsor	CT	06074	
	Employment Opportunities	29 Cedar Street	New Britain	CT	06052	
		25 Crestwood Lane	New Britain	CT	06053	
		34 Huyshope Avenue	Hartford	CT	06106	
		P.O. Box 2036	Rockville	CT	06066	
		1151 Blue Hills Avenue	Bloomfield	CT	06002	
		437 Sheldon Street	Hartford	CT	06106	
		240 Kensington Road	Berlin	CT	06037	
	Social and Youth Services Dept.	330 Park Avenue	Bloomfield	CT	06002	
	Personnel Department	111 N. Main Street	Bristol	CT	06010	
	Senior and Social Services	40 Dyer Avenue	Collinsville	CT	06022	
	Human Services Department	84 South Main Street	Cheshire	CT	06410	
	Human Services	41 West Street	Cromwell	CT	06416	
	Youth and Family Services	20 East High Street	East Hampton	CT	06424	
		1 Monteith Drive	Farmington	CT	06032	
		2155 Main Street	Glastonbury	CT	06033	
	Social Services	2155 Main Street	Glastonbury	CT	06033	
		41 Center Street	Manchester	CT	06040	
		41 Center Street	Manchester	CT	06040	
		131 Cedar Street	Newington	CT	06111	
		50 Main Street	West Hartford	CT	06107	
	Social and Youth Services	505 Silas Deane Highway	Wethersfield	CT	06109	
		599 Matianuck Avenue	Windsor	CT	06095	
		12 North Main Street	West Hartford	CT	06107	
		2407 Main Street	Glastonbury	CT	06033	
		75 Girard Avenue	Hartford	CT	06106	
		12 North Main Street	West Hartford	CT	06107	
		3340 Main Street	Hartford	CT	06120	
		149 Farmington Avenue	Plainville	CT	06062	
		444 Albany Avenue	Hartford	CT	06120	
		599 Matianuck Avenue	Windsor	CT	06095	
	Employment Specialist	169 Colony Street	Meriden	CT	06451	
	Employment Specialist	169 Colony Street	Meriden	CT	06451	
		544-J Windsor Avenue	Windsor	CT	06095	
		1056 Willard Avenue	Newington	CT	06111	

DAgostino, Nicholas (Diversity and Equity)

From: McLaughlin, Mark (InstiAdv)
Sent: Tuesday, July 07, 2015 1:17 PM
To: Rodriguez, Rosa (Diversity and Equity); DAgostino, Nicholas (Diversity and Equity)
Subject: EOEE

Just an update. EOEE now appears on all webpages under our control, and Advanced Printing has added that information to the letterhead templates, so that all future orders will feature it.

Mark Warren McLaughlin, PhD
Associate Vice President
Marketing & Communications
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
mclaughlinm@ccsu.edu
860.832.0065
860.832.1796 (fax)
For Web Update Requests Please Use www.ccsu.edu/webrequest

DAgostino, Nicholas (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, July 22, 2014 9:37 AM
To: Smith, Eric D (Eric.D.smith@ct.gov)
Cc: Rodriguez, Rosa (Diversity and Equity); Soucy, Pamela (Diversity and Equity)
Subject: FW: Job Posting: Clerk Typist - Search C14-087

Hi Eric,

CCSU is looking to fill a FT Clerk Typist Position. Can you please forward this to the membership?

Nick



Clerk Typist
Facilities Manag...

DAgostino, Nicholas (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Thursday, July 24, 2014 8:43 AM
To: Poppe, Ken (CACE)
Subject: Job Opportunity at CCSU
Attachments: Clerk Typist Facilities Management Events Management DAS and CCSU 7-21-14.pdf

Hi Ken,

I didn't know if you had any distribution lists to forward out this job posting.

Let me know if you need additional information,
Nick

State of Connecticut
JOB POSTING

**CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
CLERK TYPIST**

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public
Location: Facilities Management/Events Management
Job Posting No: C14-087
Hours: Forty (40) hours per week – 8:00 am – 4:30 pm. May be required to work some nights & weekends
Salary: Starting Salary - \$1,364.07/bi-weekly - \$35,602/annualized (CL-10)
Closing Date: July 28, 2014

Eligibility Requirement: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Knowledge of office procedures including proper telephone usage and filing; knowledge of spelling, punctuation and grammar; skill in typing a variety of materials; basic interpersonal skills; basic oral and written communication skills; basic skill in performing arithmetical computations; ability to operate office equipment which includes personal computers, computer terminals and other electronic equipment; ability to perform basic clerical tasks such as coding, sorting, alphabetizing and numeric ordering.

General Experience: Six (6) months as a Typist or its equivalent.

Substitution Allowed: Graduation from high school with coursework in typing.

Note: The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

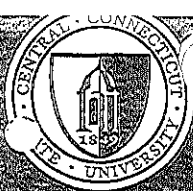
Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C14-087); 2) a completed State application (CT-HR-12 – available at http://das.ct.gov/HR/Forms/CT-HR-12_Application.pdf and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by July 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall – Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

(Telephone: 860-832-1756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

CCSU aggressively pursues a program of equal employment and educational opportunity and affirmative action. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.



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President Obama Comes to CCSU

Rallies Support for Minimum Wage Increase



President Barack Obama promotes his "Opportunity for All" agenda during his March 5th visit to Central Connecticut State University.

The roar was deafening in the capacity-filled Detrick Gymnasium as US President Barack Obama walked out onto the stage. Arriving at the podium, the president pumped up the already frenzied crowd, yelling "Go Blue Devils!"

Pushing for support to increase the federal minimum wage to \$10.10, Obama's March 5th trip to CCSU had the atmosphere of a high-octane pep rally. Eager to see the 44th president of the United States with their own eyes, more than 3,500 people—students, faculty, staff, and the public—stood outside Kaiser Hall waiting for hours in lines curling around Kaiser Circle, down the slope toward Sam May and Gallaudet residence halls.

"It's good to be back in Connecticut," said the president, flanked by US Labor Secretary Thomas Perez and the governors of Vermont, Massachusetts, Maine, Rhode Island and Connecticut.

Transmuted into a bright blue and white spectacle, Detrick was adorned with official flags of the New England states and a sweeping banner displaying the president's "Opportunity for All" agenda.

Being selected as host site was more than a stroke of luck for Central, according to Richard Bachoo, CCSU's chief administrative officer, serving as the University's liaison to the White House.

"We have more experience hosting US

continued on page 16

STUDENT IN THE SPOTLIGHT

Michele "Mickey" Perez is Anything But Ordinary

For CCSU student and recent Bernard Distinguished Student Award recipient Michele Perez, the path to higher education has been anything but ordinary.

"Mickey" (as she's known by those close to her) grew up in Brooklyn and at the age of 16, gave birth to her daughter, who is now herself a college student. Dropping out of high school as a teen mom may have temporarily delayed her academic pursuits, but after receiving her GED in 1992 and her associate's degree from Staten Island College, Perez believes her motivation to succeed and passion to learn strengthened with time.

Embracing on a CCSU academic career path in management in industrial technology and applied engineering, Perez immerses herself in foreign cultures, studying some of the most successful industrial technology companies worldwide. A world traveler and native New Yorker, she values the importance of cultural education, celebrating the differences between people rather than allowing them to become barriers. By taking advantage of the study abroad programs offered at CCSU through the CIE (Center for International Education) program, Perez has traveled to Chile, Argentina, Austria, Germany, and Japan. She's studied manufacturing practices at major global automotive factories, such as Porsche, Mercedes-Benz, and BMW, and was particularly impressed by Germany's emphasis on domestic products and Japan's skilled labor employee benefits.

She envisions someday lobbying the federal government to encourage domestic production, limit foreign imports, and level the playing field with respect to environmental codes and restrictions. Her hope is to bring active manufacturing, quality products, and commitment to employees back to American soil.

Perez has completed internships at local firms Pratt & Whitney and Horst Engineering, where she worked on turbine manufacturing, attended ISO training sessions, and helped automate and streamline important production processes. Active in her local community, Perez served as director of operations for the Maryann Loprete Memorial Foundation, a driver for Meals on Wheels, and has donated her time for marketing and fundraising efforts on behalf of the Nutmeg Big Brothers and Big Sisters organization. As president of the student chapter of CCSU's Association of Technology Management and Applied Engineering, she revived the once-dormant club, leading successful recruiting and fundraising efforts, while organizing several popular visits to state-wide manufacturers.

Her professors at CCSU have been impressed with Perez's desire to learn, as well



"Sometimes I sit back and think how far removed I am from the days of baseball and the smell of wet pavement from the hydrant on a hot summer day. I have come a long way from being a high school dropout teen mom." — Michele "Mickey" Perez

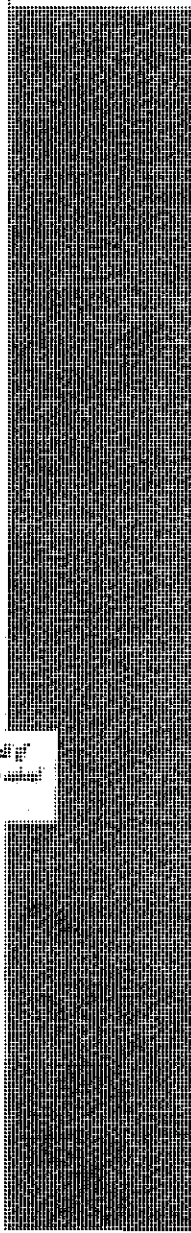
as her career motivation. CCSU Manufacturing and Construction Management Professor Eric Kirby applauds her ambition, saying Perez has "gone into her educational pursuit with extraordinary goals and expectations" for herself.

"Mickey has definitely taken her leadership abilities seriously in both her academic pursuits as well as her career goals," said Kirby.

With each accomplishment, Perez reflects on her roller coaster route towards academic and professional success.

"Sometimes I sit back and think how far removed I am from the days of baseball and the smell of wet pavement from the hydrant on a hot summer day," she said. "I have come a long way from being a high school dropout teen mom."

Will Doernlund



CCSU Outstanding Faculty Honored by Board of Regents

The Board of Regents for Higher Education recognized CCSU faculty for their outstanding performance at its annual awards presentation in April, with each award netting a \$1,000 prize. CCSU award recipients included Oscar Perdomo, associate professor of mathematical sciences, winning both the campus-based and system-wide Board of Regents Research Awards; Margaret Johansson, adjunct professor of English, winning the system-wide Adjunct Faculty Teaching Award; and Kate McGrath, associate professor of history, winning a Teaching Award for Connecticut State Universities.

OSCAR PERDOMO

Perdomo was nominated for the high quality of his mathematical research in differential geometry, which uses the tools of calculus to study shapes.

"By Newton's law of physics, lots of problems in dynamics and generally in physics, can be solved by solving an 'ordinary differential equation,'" Perdomo explained. "I created a notion that is useful solving differential equations, and I called it the Treadmill-Sled."

Perdomo and Idaho State University Mathematics Professor Bennett Palmer's explanation and applied use of the Treadmill-Sled notion was recently published in the *Pacific Journal of Mathematics* and in the *Illinois Journal of Mathematics*.

"We used the Treadmill-Sled notion to find shapes of rotating liquid drops and collected the results in two papers that have been submitted for publication," said

Perdomo, the prolific author of 42 papers, producer of several YouTube educational videos, and frequent presenter at conferences worldwide.

Palmer describes Perdomo's work as "groundbreaking."

"Once this result is better known," predicts Palmer "it will find widespread applications and have a lasting impact in geometry."

With his research gradually shifting from pure to applied math, Perdomo plans to spend his upcoming semester on sabbatical leave conducting research with focus on predicting the number of moons a planet is based on its movement.

"The idea is that a planet with moons moves differently from a planet without moons," said Perdomo. "Can we use this difference in the motion to find out the number of moons a planet has?"

MARGARET JOHANSSON

Johansson was nominated by Assistant Professor of English Lee Einhorn in recognition of her outstanding service, pedagogy, and collegiality. Johansson has powerfully impacted students through innovative assignments, course design and curriculum development, according to Einhorn, saying she has "fostered increased communication and collegiality among the disparate and oft-isolated members of our adjunct faculty."

Chair of the English department, Stephen Cohen concurs. "Margaret Johansson has taken on the toughest job we offer," he said, "and performs it with passion, grace, extraordinary dedication, and unparalleled excellence."

Teaching developmental courses since 2010,

Johansson earned a PhD in social work from Colu University and a master's in education from Fordh University. She's been instructor and mentor for th University Success Program for the past three year will serve as a mentor in the Athletics Faculty Men Program. Johansson is TESOL-certified, and has r graduate-level courses in social work research, as w high school and middle school English.

"I see the classroom as a social setting in which all participants form a collaborative team," she said. "The writing classroom, in particular, is more like an art studio, orchestra rehearsal, or sports scrimmage than a lecture, because writers learn by doing. We on multiple revisions of each assignment, based o classmate and professor feedback."

KATE MCGRATH

Unanimously nominated by the CCSU department of history, Kate McGrath is a specialist in Medieval Europe, Anglo-Norman studies, gender history, violence studies, and the history of emotions.

She is a recipient of a National Endowment for the Humanities Award, Oxford, UK, with her current research focusing on the function of anger rhetoric in Anglo-Norman ecclesiastical histories and its application to aristocratic culture.

Commending McGrath's scholarship, the selection committee stated:

"She is driven in her teaching, research, and servi by her strong commitment to the art and craft of inspirational teaching, her devotion to building bonds of community within CCSU, and betwe CCSU and outside institutions."

Prior to joining CCSU, McGrath taught at mates, the University of Georgia, where she recei both her bachelor's in political science and bachel in history in 2002. She received her master's and in history from Emory University in 2005 and 2 respectively.

STUDENT IN THE SPOTLIGHT

Heidi Eilenberger A Novel Idea Fuels Academic Achievement

Before college, Heidi Eilenberger never did particularly well in school. "I didn't go to class. I barely got through," said the quiet, introverted Eilenberger.

Working 75 hours a week as a daycare worker and nanny, it was by chance that a parent at the daycare facility helped her realize

the importance of continuing her education. Had that not occurred, Eilenberger, 29, doubts that nearly a decade later, she would be a proud graduate of CCSU with a 3.97 GPA, and plans to pursue her graduate studies at the University.

"I hadn't been to school in eight years and didn't know what to expect," she recalled. "It really just took that first semester to realize that, yes, I really want this badly enough to give up every minute of free time I have."

Drawn to CCSU's English department, Eilenberger quickly demonstrated tremendous growth in her writing

of English Aimee Pozorski.

"I knew it would be mutually beneficial for her," said Pozorski. "Heidi is a very rare student, as she embodies extraordinary talent and also an unparalleled work ethic. Reading her work and learning from her was like reading and learning from my most valued colleagues in American studies."

Ken Kesey's *Sometimes a Great Notion* left an indelible impression on Eilenberger, launching the idea for her study. Perplexed as to why more people weren't reading the novel, she sought to expound its virtues, strongly believing it should be included in the 20th-century American literature canon of influential works.

"It carries a really important message to America as a country," she said of the novel. "People get stuck in the idea of the 'American dream', but the nation's constant changing, and our dream and our goal has to change with the progress of the nation."

Devoting her senior year fall semester to

the project, Eilenberger dissected the 700-plus-page tome, comparing the novel to others in the canon with similar themes and techniques, William Faulkner's *Absalom, Absalom!* and Philip Roth's *American Pastoral*. Her passion paid off, as her extensive research earned Eilenberger the Undergraduate Research Senior Award in Arts and Humanities, with a University grant to further her study. Taking her interests one step further, Eilenberger traveled across the country, spending her spring break pouring over Kesey's original manuscript at the University of Oregon's library.

"I just stared at it for a while, overwhelmed with emotion I hadn't expected," she said, reflecting on how far her academic pursuit had taken her. "I held in my hands the hand-written notes of a man I revere great

Kelly McShe



"Heidi is a very rare student, as she embodies extraordinary talent and also an unparalleled work ethic. Reading her work and learning from her was like reading and learning from my most valued colleagues in American studies." — Associate Professor of English Aimee Pozorski

course. While working closely with small groups of students, she began developing valuable relationships with peers and faculty, transforming herself from a shy, timid student who avoided the written word at all costs, to an accomplished writer and editor with something to say.

"Heidi is a great example of the benefit of the small class, I could see that she was really gaining confidence," said Associate Professor of Creative Nonfiction Mary Collins. "Now I'm just so struck at how much more mature and confident she is."

As her confidence grew, so did her dedication and contribution to her major. Eilenberger soon became a fixture presenting essays at undergraduate English conferences, working as a tutor at the Writing Center, and tackling an independent study with Associate Professor



The Artist's Process of Rachel Sipoin

Three decades of artistry, vision and creativity. Esteemed educator and acclaimed artist, Rachel Sipoin recently commemorated her 30th anniversary at CCSU with a new passion: color reduction relief printmaking (CRRP).

Taking several days to weeks to complete, CRRP is a multi-step process: flat surfaces of wood blocks are cut away in stages to form an image; Ink is then applied to the block's surface; Any area not cut away, picks up the ink; a press method then transfers it to paper; After the paper dries, the block is further cut away; A new layer of color is then applied as the cycle continues until each additional layer of increasingly darker colors eventually forms the finished print.

Sipoin's CRRP woodblocks were showcased during the recent 3rd Annual Connecticut Printmakers exhibition at the Eastern Connecticut State University Art Gallery, the Alexey von Schilippe Gallery in Groton, and this November, her work will be featured in a New York City solo exhibition at the Bowery Gallery.

With a foundation of teaching still life painting and drawing, Sipoin, chairperson of the art department, discusses her adopted medium. Her challenges. Her evolution. Her creative journey.

Q. What drew you to CRRP?

A. I was really fascinated by them. In the color reduction relief process, what is cut away does not print—opposite of the intaglio process where what is etched, prints—one continues to cut away one color at a time, reprinting the entire edition with the subsequent color. Printmaking is very drawing-based, so it really appeals to me. Maybe it's even the fact that although you see everything, there's always a surprise when you print it. It's always different. You can never completely calculate it. I start with a notion, but never a plan.

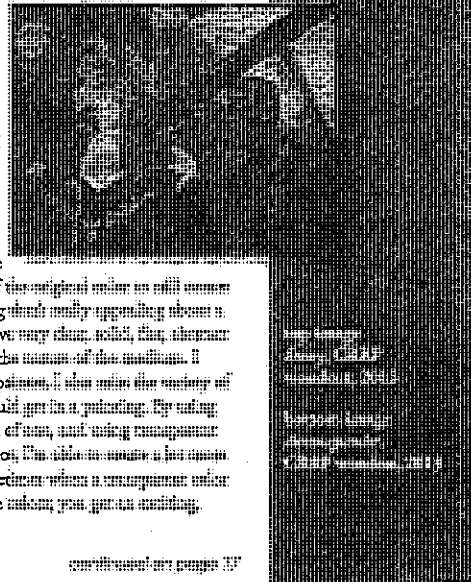
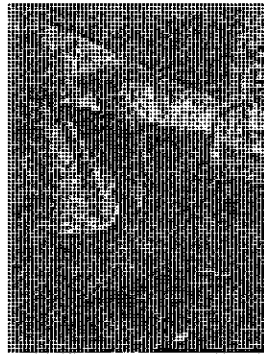
Q. What are some of the obstacles associated with CRRP?

A. It's an extremely time consuming and unforgiving process. With a woodcut, if you cut away too much, you just have to live with it. As you're adding color, you're getting to know more of what you want. You have to print all of the prints at once because you keep carving away the block. With a regular woodcut where you only do

one color, you could do three prints, and then a year later you could do another three prints, or as many as you want, but with CRRP you don't have that flexibility. I start out with about 10 prints, but I like to keep different stages of them, so if I finish and I have anywhere from about four to ten prints, then that's pretty good.

Q. How has your CRRP style and technique evolved?

A. I found ways to increase the subtlety of the color, and also the number of colors. I've really explored that. I decide, for instance, what do I want to keep orange—and of course the yellow is already there—so I cut out what I want orange, and then I next move on to print the red. The transparent medium in the ink allows some of the original color to still come through. The thing that really appealed about a woodcut is you have very clear, solid, flat shapes because of the nature of the medium. I like that, but as a painter, I like the variety of edges that you would get in a painting. By using two blocks instead of one, and using transparent medium in the color, the colors create a lot more color because sometimes when a transparent color overlaps one of the other, you get a new third color.



CCSU AFRICAN AMERICAN HISTORY MONTH HIGHLIGHTS "Gender and the Struggle for Human Rights"

CCSU commemorated African American History Month with events and festivities throughout February, featuring the 11th Annual Amistad Lecture Series and Banquet. Organized by the Amistad Committee of the Center for Africana Studies at CCSU, the annual program's mission is to foster intellectual inquiry while preserving the legacy of the Amistad revolt of 1839, honoring the experience and courage of the African captives denied human dignity, freedom and social justice.

Held in Alumni Hall the Student Center, this year's event featured keynote speaker Obioma G. Nnaemeka speaking on "The AMISTAD: Gender and the Struggle for Human Rights." The Amistad committee annually identifies a distinguished scholar to share insights into the revolt's enduring relevance and reverberations on contemporary politics and society. "At the heart of the Amistad story is the question of human rights," said Nnaemeka, former director of the African/African Diaspora Studies and Women's Studies Program of Indiana University, a chancellor's distinguished professor of French, Women's Studies, & African Diaspora Studies, and author of several



Serving as keynote speaker at this year's 11th Annual Amistad Lecture Series and Banquet, Dr. Obioma G. Nnaemeka discussed the ongoing struggle for human rights and equality in her native Nigeria, across Africa, and throughout the world.

The Amistad (which in Spanish translates to "friendship") fits into the larger struggle for equality, according to Nnaemeka, citing egregious human rights violations still rampant in parts of Africa. To respect another's human rights, one first has to accept another's humanity, said Nnaemeka, a native Nigerian, noting that despite ongoing challenges, she's encouraged by her homeland's call for change. "What I have witnessed and experienced is urgency, not paralysis," she said. "What I see are everyday acts of heroism."

Keith Hagarty & Erin O'Donnell

Additional commemorative events held at CCSU throughout the month included:

- The 2014 Carter G. Woodson African American Studies Black History Month Lecture Series at Founders Hall, featuring William Jelani Cobb, associate professor of history and director of the Institute of African American Studies at the University of Connecticut, and Dania V. Francis, assistant professor of economics and African American studies at the University of Massachusetts. An author and editor, Cobb has had several articles and essays published in *The New Yorker*, *The Daily Beast*, and the *Washington Post*, with his research specializing in post-Civil War African American history, 20th-century American politics and the history of the Cold War. Francis developed and teaches a course at UMass entitled, "Foundations of Black Education," with her major interest of study focusing on labor economics and public economics, with an emphasis on racial and ethnic inequalities.
- "That the Blood Stay Pure" presentation featuring guest speaker Arica L. Coleman, assistant professor of black American studies at the University of Delaware. Presenting her book *That the Blood Stay Pure*, Coleman profiled the history and legacy of the Commonwealth of Virginia's effort to maintain racial purity, and its impact on relations between African Americans and Native Americans.
- Civil Rights Lecture Series at Torp Theatre, featuring civil rights attorney Fred D. Gray, principal lawyer involved in the Montgomery Bus Boycott of 1955. Representing several distinguished figures of the civil rights' movement, including Rosa Parks and Dr. Martin Luther King Jr., Gray's litigation strategy for the boycott led to the U.S. Supreme Court's landmark 1957 ruling declaring bus segregation unconstitutional.

scholarly books and articles. "I choose to talk about human rights," she said, "because those things that were happening then are happening now."

The lecture series is a highly anticipated signature event at the University, said Carl Lovitz, CCSU provost and vice president of academic affairs.

"The Amistad lecture annually provides an opportunity to reflect on the historical significance of this inspiring testament to the struggle of the human spirit for freedom and equality into the triumph of justice and the cause of human rights," he said.

Targeting Connecticut Police RACIAL PROFILING

Connecticut's police departments, under pressure by state leaders to eradicate racial profiling during traffic stops, are making progress towards that goal with the help of CCSU's Institute for Municipal and Regional Policy (IMRP).

"This is a very positive sign that law enforcement agencies want to be strong partners in our efforts to eliminate racial profiling," says Ken Barone, IMRP policy and research specialist. "Even in cases where departments were notified that information was not being reported, steps already have been taken to assure full compliance as soon as possible."

Nearly all law enforcement agencies in the state (94 percent) are now compliant with the state's anti-racial profiling law—the Alvin W. Penn Act. The legislation was first enacted in 1999 to prohibit police from stopping, detaining, or searching any motorist when motivated solely by race, color, ethnicity, age, gender, or sexual orientation. In response to racial profiling concerns brought on by federal allegations and the subsequent criminal indictments of East Haven police, the Connecticut General Assembly improved and strengthened the act during the 2012 and 2013 legislative sessions.

"The revised Penn Act requires police to collect required information for every traffic stop and, on a monthly basis, electronically report that information to the Office of Policy and Management," Barone explains.

Responsibility for implementing the revamped law was shifted to the Office of Policy and Management (OPM), in consultation with a newly established Racial Profiling Prohibition Advisory Board. At the request of OPM, the CCSU institute team was brought in to conduct research, analyze data, and develop and execute strategies for helping police departments comply with the new law.

To fund its work, known as the Connecticut Racial Profiling Prohibition Project, the institute sought and received a \$1.2 million grant

from the National Highway Traffic and Safety Administration and the Connecticut Department of Transportation.

Andrew Clark, IMRP director, and Barone have worked closely with the advisory team and several national racial profiling experts to develop a new, standardized method to "more efficiently and effectively collect racial profiling data from traffic stops," according to Barone.

Among the specifics police must report are: information about whether or not the vehicle was searched, to what extent the vehicle or person was searched, whether or not the search was consensual or not, what the probable cause for the stop was, and what resulted from the stop (i.e. issuing of a citation, summons, or warning).

Using the new system developed by the institute, Barone and his team analyze the data looking for evidence of profiling. The analysis of that data will be released this summer, as the project's first progress report to the general assembly was due in March.

"One of the most important aspects of the report was the level of compliance by law enforcement agencies," Barone points out. "Another key milestone was the printing and distribution of more than one million notices designed to inform motorists of their right to file a complaint if they feel they were profiled. Police officers must distribute a notice to each motorist they stop."

Last summer, IMRP staff trained over 500 police administrators and patrol officers for the coming changes in the law. Materials were prepared and then provided to police departments to equip them for training their staff. A public service announcement was produced for television and radio, and public forums were held in eight communities to share information about various aspects of this project.

For more information on the Connecticut Racial Profiling Prohibition annual report, go to www.ctpp3.org.

Janice Pali

Feminism Pioneer Speaks at Women's History Month Event

Award-winning writer, poet, and feminist leader Robin Morgan was the keynote speaker for CCSU's annual Women's History Month Luncheon held March 25th at the Student Center's Alumni Hall. This year's theme was "Celebrating Women of Character, Courage and Commitment" with Morgan invited by the CCSU Committee for the Concerns of Women because of her prolific and impressive career as an acclaimed poet, novelist, political theorist, feminist activist, journalist, editor, and best-selling author.

Morgan is author of over 20 books, translated into 13 languages, and several renowned anthologies, such as *Sisterhood is Powerful* (Random House, 1970), *Sister is Global* (Doubleday, 1984; updated edition, The Feminist Press, 1996), and her latest offering *Sisterhood is Forever: The Women's Anthology for A New Millennium* (Washington Square Press, Simon & Schuster, 2003).

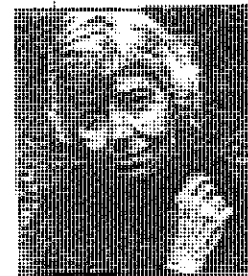
Following the luncheon, Morgan conducted a special free lecture entitled, "A New Sisterhood for the Age of Twitter," sharing her three decades of experience as a women's activist and leader in the international women's movement. Her dedication to contemporary feminism includes key role on several women's organization boards, both nationally and abroad. She served as president of The Sisterhood Is Global

Institute, recently co-founded GlobalSister.org, and has worked closely with dozens of experts in her field, such as co-founding the organization Women's Media Center with activist Gloria Steinem and actor/activist Jane Fonda.

Morgan is a recipient of the National Endowment for the Arts Prize in Poetry, the Front Page Award for Distinguished Journalism, the Feminist Majority Foundation Award and numerous additional honors. As *Ms.* editor-in-chief, she reinvented the magazine as an international, award-winning, ad-free bimonthly, before resigning in 1994 to become consulting global editor.

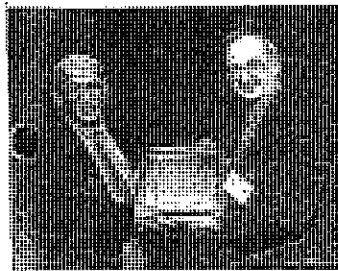
Living in New York City, Morgan embraces her roles as an organizer, lecturer and journalist, traveling across Europe, Australia, Brazil, the Caribbean, Central America, China, Indonesia, Israel, Japan, Nepal, New Zealand, Pacific Island nations, the Philippines, and South Africa. One of her initiatives included spending months in Palestinian refugee camps in Jordan, Lebanon, Egypt, Syria, West Bank, and Gaza reporting on the conditions of women.

The annual women's luncheon at CCSU was sponsored by: the Committee for the Concerns of Women, The Ruth Boyer Women's Center, Women, Gender and Sexualities Studies, and the CCSU History Department.



Promoting the theme of "Celebrating Women of Character, Courage and Commitment," this year's Women's History Month Luncheon at CCSU welcomed keynote speaker Robin Morgan, an acclaimed author, poet, and feminism activist.

Professor Al-Masoud Earns Distinguished Engineer of the Year Award



Professor of Engineering Nidal Al-Masoud (left in photo with Peter P. Baumann, chair of the department of engineering) has been awarded the "Distinguished Engineer of the Year" award by the Hartford chapter of the American Society of Mechanical Engineers (ASME). Presented annually, this tribute acknowledges exemplary achievement and professionalism in the field of engineering. Al-Masoud has a distinguished record of dedicated service within the CCSU School of Engineering and Technology. His vision, careful planning, and development work with colleagues led to the establishment of the mechanical engineering program, the first baccalaureate engineering program in the Connecticut State University System. (Photo courtesy of ASME Hartford Section)

BUILDING BRIDGES Between Campus and Community

CCSU Appoints Police Chief and Coordinator of Community Engagement



Call it a homecoming for new CCSU Police Chief Gregory Sneed who brings 30 years of experience to his new position.

"It is truly an honor," said Sneed, a Bristol resident born and raised in New Britain. "This is such a wonderful department."

Taking over the reins from interim chief, Lt. Chris Cervoni, Sneed's experience includes serving as a Middletown police officer and deputy acting chief, with later service at Eastern Connecticut State University. He's excited to embrace the CCSU opportunity, confident his background and extensive knowledge of the area will serve him well.

"It's about building new partnerships and building bridges," he said. "I believe

that one part of being a successful chief is to get out from behind my desk and be seen, and talk to people. It's easy to get locked into your office answering emails, phone calls, dealing with budget issues, etc., but the

other part of the job is understanding the community you serve."

Already an active presence on campus, Sneed says if you're looking for him, he's probably the guy in the fedora.

Bridging campus resources and community needs is the passion of Jessica Hernandez, recently named the new coordinator of community engagement at CCSU.

"My areas of expertise are specifically tailored around building on-campus support and interest for community-based outreach initiatives," said Hernandez, who for the last three years served as senior associate director of equal opportunity programs at Marquette University, overseeing several projects, including a \$4.2 million budget for outreach programs and community partnerships. She holds a masters' in social work as well as a Bachelor's in Urban Studies, both from the University of Connecticut.

"Ms. Hernandez brings to this position a wealth of experience with community outreach in higher education," said Carl Lovitt, CCSU provost and vice president of academic affairs. "We look to her for leadership in cultivating and facilitating more opportunities for students to engage in community-based projects in their academic courses."

Kelly McSherry and Will Doemland

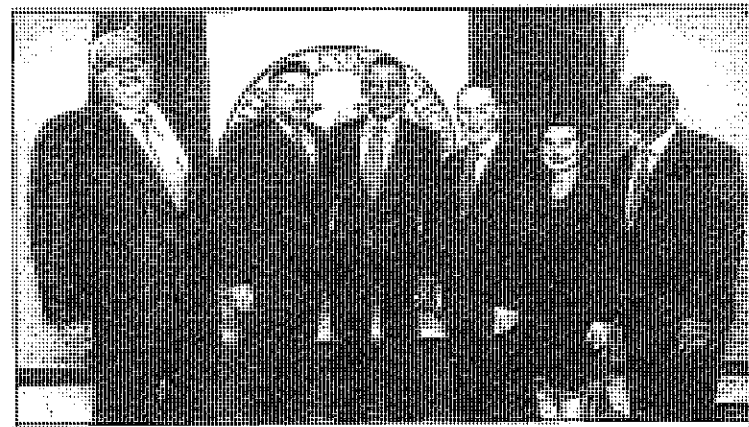
President Obama Comes to CCSU

continued from page 1

presidents than anyone else," he said, referring to previous campus visits by George W. Bush, George H.W. Bush, Jimmy Carter and Gerald Ford. "Detrick Gymnasium offered the level of flexibility the White House needed to create an event that would draw media coverage."

Governor Dannel Malloy agreed, telling the president, "I absolutely believe, as you do, that if you work 40 hours a week, you should not be living in poverty in Connecticut, or in any other of the 50 states in America."

Before being whisked back to Air Force One,



U.S. President Barack Obama with CCSU officials (L-R): President Jack Miller, VP of Institutional Advancement Chris Gulligan, Provost and VP of Academic Affairs Carl Lovitt, VP of Student Affairs Laura Tordenti and Chief Administrative Officer Richard Bachoo.

Pointing to CCSU student leaders gathered on the stage behind him, the president quipped about the Student Government Association's logo.

"A gavel and a pitchfork—interesting," he mused. "I just wish the folks in Congress used the gavel more—less of the pitchfork."

Obama emphasized the need for Congress to "get onboard," urging the audience to contact their congressional delegation and let their voices be heard. "It's time for 10-10 (\$10.10). It's time to give America a raise," said the president. "It's not about politics. This is about common sense. It's about business sense."

The president built a case for how his "Opportunity" agenda would restore the American dream and return America to the kind of society where "wages and paychecks support a family."

"Folks at the top are doing better than ever, but average wages have barely budged," he said. "Too many Americans are working harder than ever just to keep up. Nobody who works full time should ever have to raise a family in poverty. That violates our basic sense of who we are."

the president left the podium to a thunderous applause, proceeding to a nearby rope line where hundreds of people anxiously waited to shake his hand or offer a high five.

While the presidential visit only lasted an hour, a significant amount of hard work and long hours occurred behind the scenes at CCSU, with the University's facilities, plumbing, and electrical staff placed on around-the-clock alert. A White House Advance Team strategically orchestrated every detail of the special campus visit, from touring potential event sites to overseeing the distribution of event tickets.

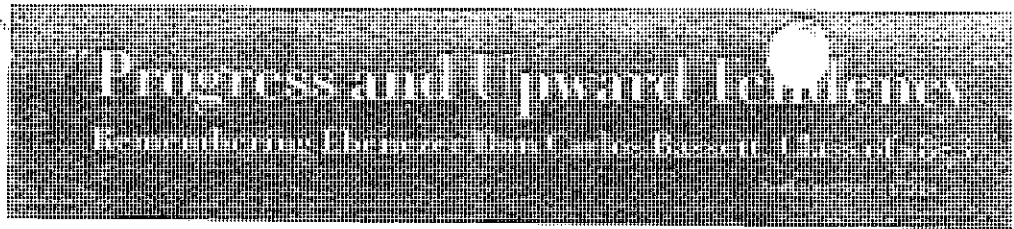
"To make a presidential visit successful, it's about building good relationships with people," Bachoo observed. "It was a great team effort and it went very well. CCSU got a lot of positive exposure from it."

Jessica Palmer



Ebenezer Don Carlos Bassett, Class of 1853

- First African American to Attend New Britain Normal School (1852)
- First African American to Graduate (1853)
- First African American US Diplomat (1869)



In 1852, Ebenezer Don Carlos Bassett, the progeny of a politically and socially active Connecticut family and of African slave, mulatto, and Native American heritage, became the first student of color to enroll in Connecticut's State Normal School in New Britain, the foundational institution for Central Connecticut State University. Bassett represented the complex social environment of antebellum Connecticut. Born free on October 16, 1833, Bassett came of age as slavery was gradually dismantled throughout the state until it was finally abolished in 1848. His grandfather and father were both elected "Black Governors" in Derby, in 1815 and 1840, respectively. Despite the social barriers of the time, the Bassett household buzzed with learning and ambition.

Bassett was an exceptional scholar who excelled in mathematics and communicated with clarity and precision. As a young man, he worked for a local doctor, Ambrose Beardsley, made contributions to his local newspaper, *The Derby Journal*, and attended Wilbraham Academy in Massachusetts after completing his initial schooling in Derby.

In New Britain, Bassett detailed his Normal School experiences for *The Derby Journal*. His correspondence provides a rare look into the early days of the School, offering a glimpse at the rigorous training in teaching and in managing a school. The concept of a school for teachers was in its infancy in Connecticut. The state established the school in New Britain after many years of dedicated effort by Henry Barnard, the school's first principal, and with monetary contributions from New Britain's community. This was the beginning of teaching as a profession in this state, which was a part of a larger movement of education throughout the country, especially in the Northeast. The Normal School students practiced teaching under the watchful eyes of the school's faculty and took academic classes designed to increase their content knowledge and classroom competency. The curriculum was advanced

for its time, and Bassett excelled, completing the program in one year.

Perhaps even more remarkable was the absence of discrimination toward the first black student in a school designed to prepare educators who would instruct New Britain's young students.

As a graduation requirement Bassett read his final paper, "The True Teacher." Although there are no known copies of this paper, it is certain that Bassett's oration exemplified the institution's values; he embodied the State Normal School's teachings. How else could Bassett have met the expectations and graduated so quickly?

Immediately following graduation, Bassett moved to New Haven where he was highly esteemed as the principal of Whiting Street School. Soon thereafter, he met Frederick Douglass, studied at Yale, and married Eliza Park. Active in New Haven as a speaker and civil rights leader, he joined the anti-slavery movement.

In 1855 he relocated to Philadelphia and accepted a teaching position at the Institute for Colored Youth (ICY), a school founded to train young black teachers. It later became Cheyney University. Reflecting on Bassett in 1913, one of his students explained that he was "a man of unusual natural and acquired ability."

ICY was a beacon for education and activism. During the Civil War, Bassett opened a headquarters to recruit black volunteers at the school. He also recruited Union soldiers with Frederick Douglass throughout Philadelphia. Bassett continued as an educator and activist until 1869 when he was selected by President Ulysses S. Grant to be United States' Minister Resident and Consul General to Haiti, the first African American to attain a diplomatic appointment.

In a letter to Bassett in April 1869, Douglass remarked that Bassett's accomplishments form an "important point in the history of our progress and upward tendency." Bassett's

career as a diplomat is detailed in Christopher Teal's *Hero of Hispaniola*. Teal describes the complex sociopolitical environment that Bassett navigated as ambassador to Haiti, a country riven by civil war. Bassett was highly commended for his service when he resigned at the conclusion of the Grant administration.

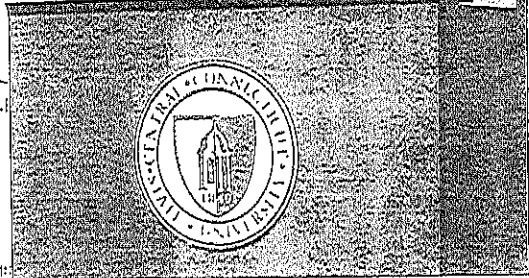
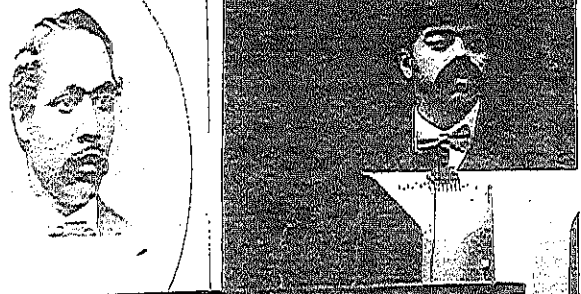
By the late 1870s Bassett was a well-known national figure. In 1883, Bassett was featured with Frederick Douglass and nine other black men on a lithograph entitled, "Distinguished Colored Men" (available in the Library of Congress online catalogue of prints and photographs). Later in his career Bassett acted as Douglass' secretary while his old friend served as US Minister Resident to Haiti, the same position Bassett had held 20 years earlier.

Until his death in 1908, Bassett maintained an active relationship with the Alumni Association. A record of Bassett's correspondence is housed in the University Archives of the Elihu Burritt Library. A scholar, educator, diplomat, and civil rights leader, Bassett was also a dedicated alumnus. He represents the continuity between each graduating class reaching back to the foundation of the institution.

Remembering Bassett as an important member of CCSU's heritage also provides more recent alumni a connection to our history as a student body. He reminds us that we are connected through a common human experience where the pursuit of self-improvement is more than the fulfillment of a prescribed course of study.

Teacher training at the State Normal School prepared Bassett for a lifetime of public service, contributing to regional and global communities, and working for a just and equitable society. Ebenezer Don Carlos Bassett reminds all alumni of our responsibility to employ our talents to give back to society and spread the prestige of Central Connecticut State University.

ZER D. BASSETT



On October 16, the University commemorated Bassett's inspiring life with the first annual Ebenezer Don Carlos Bassett Memorial Celebration. CCSU student Jeffrey Barbour (left) portrayed Bassett in presenting him in his own words. The event featured proclamations from the University, the Consulate General of Haiti, the Consulate of the US, the Connecticut General Assembly, the City of Derby (where Bassett lived), and other notable towns and commissions. Organized by William Fothergill (Counselor, Counseling & Family Therapy) and Janet Woodruff (Administrative Coordinator, Anthropology) the event was supported by members of the CCSU Art, Anthropology, and History departments, the office of Student Wellness Services, Center for Africana Studies, and Burstin Library. It was sponsored by: Department of History, Department of Anthropology, Man Enough Support Initiative, Center for Africana Studies, Office of Institutional Advancement, CCSU Alumni Association, and CCSU Foundation, Inc.

As Fothergill remarked at the ceremony, "We are commemorating Bassett to remind us that we have a responsibility to advance opportunity for ALL students. Bassett's life teaches us that students are disadvantaged not because of who they are or their race or socioeconomic class, but because they are denied opportunity."



DONOR MAKING A DIFFERENCE: DR. HUANG CHANG-JEN CCSU RECEIVES RECORD-SETTING \$6.5 MILLION GIFT

Dedicating his life to promoting education, the late Dr. Huang Chang-Jen bequeathed \$6.5 million to Central Connecticut State University — the largest bequest in the history of the institution.

"We are deeply appreciative of Dr. Huang's support of CCSU," President Jack Miller says of the industrialist, humanitarian, and calligrapher who passed away in 2012.

"He was a remarkable man, and we are grateful for those CCSU as a place to continue his legacy," says Miller.

Born and raised in Hunan, China, Huang's relationship with CCSU began nearly 25 years ago when he endowed a scholarship supporting the exchange of students from Ouyang Yu Experimental Middle School in China to CCSU, and in turn, the exchange of CCSU graduate students to Ouyang Yu to teach English. He funded the construction of the school through his charity, the Ouyang Yu Foundation (named in honor of his first wife). In 1990, CCSU awarded Huang the honorary Doctor of Humane Letters.

"He was a dedicated philanthropist — driven to invest his wealth in ways that would make life better for people through education, science, and medicine," his widow, Ha Lin Yip Huang, said during a recent campus visit. "He especially appreciated helping young people make their way in life, and his gift to Central Connecticut State University will continue to make that happen."

Huang's generous gift benefits his existing scholarship fund and establishes a new fund supporting scholarships to students in the



CCSU Schools of Business, Education and Professional Studies, and Graduate Studies. The gift also provides supplemental support for a proposed new student recreation facility, which, pending approval by the Board of Regents, will be named in his honor.

"Along with the existing Carol Ammon Scholarship Fund and the Anthony and Helen Bichum Scholarship Fund, all five of our schools will have access to a major source of funds to support students," says Miller. "That's critically important as students constantly deal with the issue of being able to afford their education."

Huang's philanthropic legacy also includes the founding of the CJ Huang Foundation, supporting Asian American community-

based organizations, establishing the Asian Liver Research Center at Stanford University, and helping to build the Shanghai Children's Hospital and the Wuhan University School of Nursing. Connecticut Board of Regents President Gregory Gray calls Huang's legacy "truly inspirational."

"Dr. Huang is a wonderful example of those for whom giving is a thoughtful and sustained activity," says Gray.

After earning his bachelor's degree from Wuhan University in China and his master's degree in civil engineering from the University of Michigan, Huang moved to Thailand in 1955 and established the US Summit Corporation's Bangkok Branch, rebuilding the Bangkok Oil Refinery into one of the largest conglomerates in Southeast Asia. He later served as chairman of H&W Enterprises, H&W Enterprises Bay Village, and H&W Development, LLC. He was also an associate at the Stanford Research Institute and served as an advisor to United States Congress.

"My father believed that through the scholarships and endowments he established, he was helping to open doors to the world for young people — giving them the opportunity to explore and learn about themselves," his son, Paul Huang recalls.

"His gift to CCSU carries on his belief — our family tradition — that helping others is the basis for our own happiness."

— Jenise Palmer



Central Focus Winter 2014 - 11

William J. Mann '84 History, Hollywood, & Heaven

— Gilbert G. Gigliotti, PhD

other well-worn myths. His research skills would allow him to “get behind the images and the public personas and deconstruct them.”

He also appreciated that, with such access to private papers and personal recollections, his duty as a biographer and historian must always be to the truth, but the truth told with “respect and context.” Without these two guiding forces, admits Mann, the biographer is no different from the burglar who violates another’s personal space for nothing more than his own gain.

This ethical approach has served Mann well, having led to a series of very well-received, and bestselling, books. His recently published *Timeouts: Murder, Morphine, and Madness at the Dawn of Hollywood*, in which Mann solves the open Hollywood murder case of silent film director William Desmond Taylor, is proving to be another success.

How did the self-described “working class kid,” who dropped out of Central for a semester because he was “completely unfocused,” and up a sought-after writer busily working on both a screen adaptation of his Hepburn book and a musical of his Taylor bio (not to mention looking for a topic for his next book project)? Well, not surprisingly, and not unlike many college graduates, the road was long and winding (and interesting).

Mann’s journey can be traced at least as far back as his cleaning toilets in a nursing home – the job he took when he dropped out and – surprise! – the very job that made him realize that he needed to go back to Central and finish his degree. He quickly switched from graphic design to history and seemed to find himself. Mann’s newfound commitment to his education allowed CCSU to “awaken a love for history.” He learned through research assignments that “everything that we’re going through today has been gone through before many, many times. The same love affairs, the same jealousies, the same rivalries, hopes, dreams, and triumphs. Indeed, the more you know about the past the more you’ll understand what’s going on today.” And the student, who in high school just read the *Cliffs Notes*, now began to devour not only the required books but unassigned works, as well. He singles out Professor of English (now emeritus) Barry Leeds’ American literature class as one that particularly sparked his love of reading. Mann’s final years at Central were also full of political activism, a *Helix* publication or two, and lots of movies (a love he had long shared with his father, watching late-night movies).

Upon graduation Mann secured a political job in Connecticut Congressman Sam Gejdenson’s Washington, DC, office, which quickly turned into a job with the House Subcommittee on Telecommunications, Consumer Protection, and Finance. Working



daily in the basement of a federal government building, however, made Mann realize that, “This was not how I wanted to change the world!” So he returned to Connecticut, earned an MA in Liberal Studies from Wesleyan, and landed a writing position with the brand new *Hartford Monthly Magazine*, where he rose from staff writer to assistant editor. Later he became a free-lance writer for *The Hartford Courant*, *The Hartford Advocate*, *Men’s Fitness*, *Architectural Digest*, and other publications.

The *Architectural Digest* assignment led Mann to his first full-length nonfiction book, 1998’s *Wrecked: The Life and Times of William Haines, Hollywood’s First Openly Gay Star*, in which he details how the silent film star was forced, by his studio, to choose between his career and his lover. Haines chose his lover. As Mann’s book makes clear, the debates in which the burgeoning Hollywood community of the 1920s engaged with American society at large would sound terribly familiar today.

In 1992, along with his friend Sarina Kahn, he became co-publisher of Hartford’s *Metroline*, a tiny publication aimed at gay readers. By 1995, when the two sold the magazine, it had a full-time staff of seven writers, a large stable of free-lancers, and, due to a broadened appeal, a circulation of 20,000. The magazine helped focus and further Mann’s political activism, which had already led, in 1988, to his co-founding Alternatives, an organization that began what became the Hartford Gay and Lesbian Film Festival. Losing many friends and colleagues to AIDS, Mann also was working closely during this time with his mentor, Victor D’Lugin, a professor at the University of Hartford and prominent AIDS activist, and the source of CCSU’s Victor D’Lugin Collection in Elihu Burritt Library.

After *Metroline*, Mann turned to fiction, with a successful series of gay-themed novels, including *The Men from the Boys* (1998), *Where the Boys Are* (2004), *All American Boy* (2005), and *Object of Desire* (2009). He also would write another well-received film biography, *Edge of Midnight: The Life of John Schlesinger* (2006), about the director of *Midnight Cowboy* and *Menahem Men*, who also happened to be gay. Widespread acclaim for Mann’s work would truly come, however, with *Kate: The Woman Who was Hepburn* (2006); *How to be a Movie Star: Elizabeth Taylor in Hollywood* (2009); and *Hello Gorgeia: Becoming Barbra Streisand* (2012).

In those bios, Mann struggled with the accepted wisdom, and false fronts, that each woman had carefully cultivated over the course of her life and career. Whether he is discussing Kate’s monkey, Liz’s tracheotomy, or Barbra’s missing “n,” his aim is always to get his readers as close to the real woman, and her time, as possible. As he describes Streisand’s drives

Barbra wanted to make it big so she could demonstrate she had talent and appeal to a father who had never known her, a mother who hadn’t seemed to care, and a world who had thought she was too different to succeed. No surprise, then, that being acknowledged would never be enough; Barbra had to be great. And, as for paying her dues, she showed little patience: “It was right to the top,” she declared early on, “or nowhere at all.” (3)

How Bill Mann will move forward is uncertain. But whatever the subject, we can be sure he will look for the ribbons and the mouse droppings. And, when he finds them, he’ll be in heaven again.

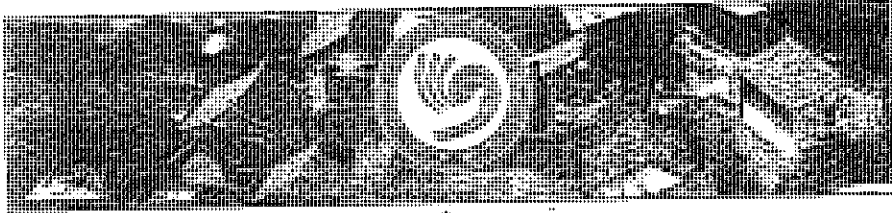
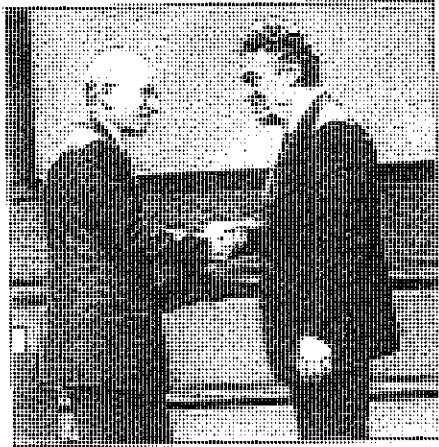


“It felt like Christmas morning,” CCSU’s own Hollywood historian William J. Mann confessed, as he described his feelings upon first seeing the uncatalogued letters of Allice Palache in the Harvard University Library. The correspondence by Katherine Hepburn’s college roommate and life-long friend was still tied up in ribbons from 80 years before and in the decades-old boxes from Palache’s attic – with the mouse droppings to prove it. As a biographer, Mann ’84 (BA, History) knew, “I was in heaven.”

He’d feel similarly as he would pore over the unpublished diary of Ernest Lehman, screenwriter of Elizabeth Taylor and Richard Burton’s *Who’s Afraid of Virginia Woolf?* at the UCLA archive, and the four boxes of papers at the New York Public Library that Jerome Robbins compiled as show-docor of Barbra Streisand’s breakthrough Broadway smash *Funny Girl*. This type of archival research, Mann recognized, is what would separate his books from the show-biz books that simply rehash studio press releases and

AROUND CAMPUS

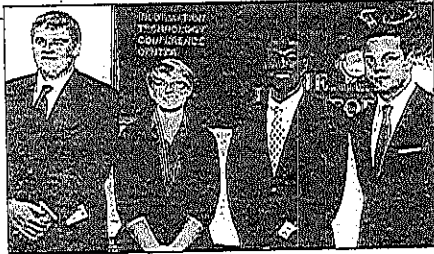
Celebrating four decades of cultural pride and advancement, the Republic of Poland awarded the Polish Studies Program at CCSU with the *Amlcus Poloniae* Award, presented annually to citizens or organizations of the United States for their contribution towards the development of Polish-American relations and promotion of their homeland in America. Poland Ambassador to the US Ryszard Schnepf presented the award at Central's Polish Studies 40th Anniversary Gala held October 19 at Alumni Hall in the Student Center. Recognizing several individuals for their ongoing contributions, the ambassador conferred the *Bene Merito* Award to Michael A. Peszke and Alex and Regina Rudewicz, longtime supporters and generous contributors to the program; as well as CCSU Associate Vice President for Institutional Advancement Nicholas Pettinico, Jr., at right being congratulated by Ambassador Schnepf (far right).



This summer we opened the state's first Confucius Institute. It brings together CCSU and the Shandong Normal University to create mutual educational and cultural opportunities: study abroad, student scholarships, academic exchanges, teacher training, summer language camps in China, after-school and summer programs for at-risk youth in New Britain, and business and community outreach programs.

Connecticut Governor Dannel Malloy, who attended the opening, said "CCSU will help us prepare a workforce better equipped to compete in the world market. It will serve as a platform so that all sectors, including business and education, may seek to cultivate meaningful relationships — creating a great bridge from one nation to another."

Correction: In a head-to-head competition with a team from UConn last year, a team of CCSU students won first place in the Hartford Technical Case Competition. CCSU's winning team members were (l-r)—computer science majors Aaron Zamojski and Melissa Mulcahy, accounting major/MIS minor Andrew Rose, and management information systems (MIS) major Paul Pioselli.





COURIER

NEWS FROM CENTRAL CONNECTICUT STATE UNIVERSITY

CTfastrak To Success

Central Design Students Lend Creative Talents to DOT Busway Maps



Showing their original CTfastrak rapid transit system maps are CCSU Design team members (clockwise from left) Assistant Professor of Design Eleanor Thornton, Alicia Anderson, Connie Malurino, Ryan Thom, Ayed Karoum, Eric Porzio, William Cretney, Gabriela Lopez, Sarah DeBroski, Brendan Callahan, Derek Barros, Timothy Fay, Andrew Semrau, Michael Goroff, Jennifer Flynn and Assistant Professor of Design, Ina Roca.

When CCSU Central Design students first heard about plans for the CTfastrak, they had no idea they would end up creating a high-profile component of the region's new \$347 million rapid transit system.

To help improve mobility and manage congestion in the I-84 New Britain to Hartford corridor, CTfastrak was launched in March as Connecticut's bus rapid transit (BRT) solution, offering the speed of a rail system with the flexibility of bus service, providing passengers convenient point-to-point service to their destinations via a dedicated, bus-only guideway.

In the spring of 2014, officials from the state Department of Transportation (DOT) reached out to Central Design (the Department of Design's in-house studio) asking if students could create a series of large-scale, colorful, way-finding maps—one for each of the dedicated transit line's 10 stations.

Starting with little more than a technical map of each area and some general instructions from DOT, the class, under the guidance of

continued on page 3

CTfastrak Rapid Bus Transit provides the Central community with easy and affordable access to Hartford, downtown New Britain, and various points in-between:

- CCSU is served by the Route 140 shuttle, operating between CTfastrak's Cedar Street Station, East Street Station, and the CCSU campus, making local stops along Paul Manafort Drive, Stanley Street, and Ella Grasso Boulevard.
- Service frequency: every 15 minutes during peak hours (weekday), every 20 minutes during midday (weekdays and Saturdays) every 30 minutes on Sundays and evenings (weekdays and Saturdays)

For more information about CTfastrak, including updated schedules and fares, visit www.ctfastrak.com.

FACULTY PROFILE

Gloria Emeagwali Reaching New Heights

When attempting to scale the ruins of Zimbabwe or the steep hills of Ethiopia, Gloria Emeagwali, professor of History and African Studies, has one piece of advice: be prepared to climb.

"You have to climb. There are no shortcuts," she says. "You have to climb up that hill to get where you want to film, or what you want to see."

Ascending her own ladder of academic achievement, Emeagwali was recently awarded the "Distinguished Research Excellence Award in African Studies" from the University of Texas, Austin, and last fall, launched her eighth book, *African Indigenous Knowledge Systems and the Disciplines* (with co-editor George Seth Dei; Amsterdam: Sense Publishers, 2014). She is the chief editor of *Africa Update*, a reviewer for *Choice*, a publication of the American Library Association, owner of several websites, and was recently invited to present papers at the Massachusetts Institute of Technology and Wesleyan University.

She now seeks new heights as an amateur filmmaker, with over 40 films documenting Africa's contemporary and ancient history.

"I see it as complementing my work as a historian," she says, noting her most recent production involved interviewing the registrar for the University of South Africa, a pioneer of the African Indigenous Knowledge Systems.

"I'm so excited about it," she says. "It's a passion for me."

A historian to the core, Emeagwali photographically chronicles Africa's rare artifacts and historical relics. Filmed, edited and produced entirely on her own as both a research and in-class resource, she views her 20-minute documentary films as an extension of her scholarship, or a way of connecting to "the real history" of our place in time.

"When I place that camera in front of the artifacts, there's some real inspiration," she says.

Lights, Camera, Action

Her journey into filmmaking began in 2006. After traveling to the University of Chicago in 2006 to interview Nubologist Bruce Williams, Emeagwali approached several filmmakers to edit the piece. However, those efforts only produced frustration, prompting her decision to simply learn the craft of film production and editing on her own.

"It took me a while to do it," she admits, estimating a three-year learning curve, "but eventually it blossomed, and I realized, yes, I can definitely do this."

Scouring numerous resources for tips and advice, even utilizing a filmmaking computer program and taking a series of weekend courses in New York City, Emeagwali soon discovered that cinematic creation is ultimately a personal exploration.

She points to a 2010 trip to Ethiopia as her watershed moment.

"I came back with all of this amazing footage from Gondar, Axum, and Lalibela, which are well known for their churches sculpted out



Dr. Gloria Emeagwali, professor of History and African Studies, brings history alive as an amateur filmmaker, producing over 40 short documentary films in less than a decade.

of the mountains," she says. "Around that time is when I said: okay, this is possible."

Arriving back at CCSU, Emeagwali soon realized how her recent African film journey could also provide an enriching in-class opportunity.

"We were focusing in my class (HIST 431) on Ancient Northeast Africa, Gloria Emeagwali looking at Axum, Nubia, and Egypt, and when I showed students some of the raw photos and images from my footage there, they were so excited," she says.

"For me, that's what it's all about," she says, "being able use my role as a documentarian as a teaching device."

Narrative Ark

During the recent spring break, Emeagwali returned to Ethiopia to document the nation's sites, artifacts, and monuments, including interviewing the deacon of the Church of St. Mary of Zion in Axum.

"They allegedly host the Ark of the Covenant," she says of the church. "Non-believers might say, 'well what's that all about,' but the thing is, whether they have it or not, the culture is associated with very elaborate, professional, and exquisite commemorative activities in honor of the Ark."

While outsiders are not permitted to actually see the alleged Ark, Emeagwali sought to document the site's atmosphere and culture, and even granted exclusive access to film the elusive keeper of the Ark.

"That was one of the real wonderful experiences for me," she says of filming in Axum, which included the mausoleum of 6th-century King Kaleb. "In its heyday, Axum was quite the center of power."

Global Heart Warming

Born in Trinidad and Tobago, Emeagwali's career has taken her on whirlwind international tours, including an opportunity to discuss her work in 2016 at the University of Bremen

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William Hooker '69

Acclaimed Jazz Musician Jams to Central Roots

The *San Francisco Chronicle* calls William Hooker a "Kingpin of the free jazz world" with boundless limitations.

"Everybody wants to go to heaven, but nobody wants to die," the renowned jazz drummer and composer says in a warm baritone voice, quoting American blues musician Albert Collins from his Manhattan apartment.

While he doesn't explain why or where the lyrics come to him in the moment they do, it's endearingly apparent that Hooker '69 communicates best through music.

"My compositions emanate from my own spiritual striving," says Hooker, who on March 4 returned to campus for a concert performance hosted by the CCSU Center for African Studies in Torp Theatre, pairing his avant-garde music with Oscar Micheaux's 1925 silent film "Body and Soul."

Hooker devours art and literature, from works on African philosophy to James Joyce's *Ulysses*, he contemplates the nature of life, writing music to express his discoveries.

Again, he speaks the blues: "Everybody wants to laugh, but nobody wants to cry." The lyrics are not a departure from his life narrative, but offer a deep universe of contradiction, hinting at Hooker's humanity.

The intersection between Hooker's interest in humankind and his passion for music took shape at Central in the 1960s.

"We studied the functions of social conflict," he says. "You can't always look to the same group of people who have redefined things based on their experience."

Instead, Hooker found his own voice. He points to one of his then Central mentors, Assistant Professor of Sociology Chaim L. Waxman, for encouraging discussion about otherwise taboo subjects.

"I wasn't in school to get a job," Hooker explains, "I was there to have discussions, thoughts, perspectives."

At the same time, Hooker was discovering jazz.

"My first experience playing jazz was with a quartet of older gentlemen who taught me standards (from the *Black Book*) and the essentials of leading a band," he recalls. "I listened to as much music as I could, and listened to all the local players in the many clubs, concerts, and shows."

His beats would soon be heard across the campus.

"I had the great fortune to be a part of an organ trio, playing four to five nights a week, and continuing to build the roots of 'the music,'" he says. "We used to give performances at midnight in the Student Center. Some people thought it was too late—we were just ahead of our time."

continued on page 24

"I heard my earth mother speak to me, and I knew I wasn't going to play anything but my own music." William Hooker '69



Area of Study: Political Science, major; History, minor

Occupation: Jazz drummer & composer

Highlight Performances: The Brooklyn Academy of Music, The Atrium at Lincoln Center, Wadsworth Atheneum, Queen Elizabeth Hall, MTV, JVC Jazz Festival, Montreal Jazz Festival, Vancouver Jazz Festival, CMJ Music Festival, Vilnius Jazz Festival

Playing with Fire: "I'm getting my mind and spirit ready to give a performance that's astounding and phenomenal—I want to bring the heat."

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Lisa Gaudio

Student Poet Honored With Connecticut Poetry Circuit Nomination



Portrait: Lisa Gaudio

Academic Year: Senior

Major: Psychology

Hometown: North Haven, CT

Exclusive Company: Nominated for the Connecticut Poetry Circuit (only the third CCSU student to be nominated in the last 20 years)

Artistic Influences: e.e. cummings, Charles Bukowski, and slam and spoken word poets: Sarah Kay, Jesse Parent, and Lacey Roop

Central Influences: Poet/Assistant Professor of English Leslie Taylor, Professor of English Ravi Shankar, and Professor of English Mary Collins

Interests: Writing, reading, coffee, tag-sailing, biking, fitness, travel, picking up an instrument (and putting it back down)

Poetry in Motion: Recently certified as a personal fitness trainer

Sensory Nourishment: "Sometimes all it takes is one poem, or line, or word. That's how writers are, I believe. We hear words differently. We taste them."

In the last two decades, senior Lisa Gaudio is one of only three Central students to be nominated for the distinguished Connecticut Poetry Circuit.

Sitting in Founder's Hall during the circuit's March poetry reading, Professor of English Mary Collins recalls her initial impression of Gaudio, a former student in her freshman Creative Nonfiction class.

"She was one of those quiet, smart students that paid close attention but didn't say too much at first because she was still finding her way," says Collins. "She always showed great care at the line level, but turned out to be equally engaged with the power of narrative—how to construct a good story, a true story, that had depth and relevance."

Three years later, Gaudio has found truth through her voice—and then some.

Calling it an "amazing honor," Gaudio admittedly had no knowledge of the circuit until Professor of English Ravi Shankar had requested her poetry for nomination.

"Once I found out how amazing the opportunity was, I was incredibly humbled," she says, crediting Shankar for being a profound poetic influence, bringing out the best in her work.

"When I heard the good news," she says, "I couldn't do anything else but cry out of pure happiness."

Birth of a Poet

Courier. What ignited your poetic passion?
Gaudio. In my senior year of high school, I took a Black Voices class, and one of our lessons was on the hip-hop generation of poetry and the slam poetry movement. I fell in love. We had to write a slam poem and perform it for the class, and I spilled my guts on paper and reveled in it. It gave me this rush I'd never felt. I began to do more research on the genre, started going to open mics, writing slam, and listening to these poets that I wanted so badly to sound like.

Courier. Do you feel your voice as a poet/artist has evolved with time?

Gaudio. I have something like seven or eight journals that I've kept over the years, and sometimes (especially when I'm stuck) I'll open up to a random page and see if there's anything to extrapolate. I think it's important to be able to realize how my thoughts and ability to make connections have changed with time. I've taken single lines from pages in those journals and turned them into poems. I've also read single lines from the same pages and thought *wow, I've grown*.

CT Poetry Circuit

Courier. How has your creative process been influenced by your fellow poets in the circuit?

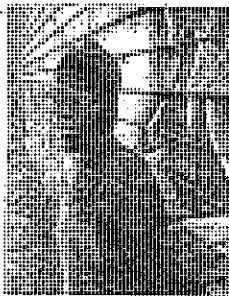
Gaudio. It's been amazing to realize how very different we all are in our styles throughout the circuit, from the way we approach poetry, to the way we read our poems out loud—it's everything. It's inspiring to listen to each other, and I've found that it does help a lot with my creative process. It sparks new ideas on topics to write

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Anthony Valentine

Senior Sets Designs on Fashion, Business, and Medicine



Graduating senior Anthony Valentine has a commanding view of his educational experience at CCSU. He sees it as an opportunity to learn, to engage in extracurricular activities, and to take his first step towards building a professional empire.

Valentine transformed his passion for fashion design and his keen business aptitude into the successful clothing line, Superb Vision Clothing, launched in 2012, when he was

a mere freshman at CCSU. The Biology major now looks to expand his horizon by studying medicine to become a trauma surgeon.

Valentine knows there will always be doubters. In fact, he's heard them his entire life.

"You need to choose between being a doctor and your Superb Vision business," he quotes some of his chronic naysayers. To those people his answer is simple: famed designer Michael Kors wear to the Massachusetts Institute of Technology, and his brand is now a fashion staple.

"If I wasn't doing this, I'd be doing something else," says Valentine, who, while growing up, would often put his unique design stamp on his own clothing, such as splattering paint across his jeans to revamp his look.

"This brand lets me be a part of something so much more," he says. "I'm young, and as long as I have the mental and physical capabilities, I'm going to continue growing my career."

During his time at CCSU, Valentine served as vice president of the Fashion Club and hosted several campus-based fashion shows. His passion, talents, and perseverance are to be admired, says Professor of Biology Douglas Carter.

"He is a very interesting character," says Carter, chair of the CCSU Department of Biology. "He is a natural-born entrepreneur who has a vision for himself."

Founded in 2012, Valentine's Superb Vision clothing line (www.superbvisionclothing.com) modestly began with t-shirt designs, and soon evolved into custom pieces. However, getting his line off the ground while being a full-time college student with very limited income was a struggle.

"I was a freshman and needed money," he says. Despite previous failed business endeavors, he held several brainstorming sessions with close friends, soon incorporating their advice and resources into Superb Vision.



Raised solely by his mother, Valentine says he had to teach himself the ins-and-outs of being a strong man. With that strong sense of early independence and resolve, he came to CCSU determined to make his mark.

"Valentine has the potential to be a real world-shaker," says Carter. "I look forward to hearing about his future accomplishments. I am proud to have played some small role in his education."

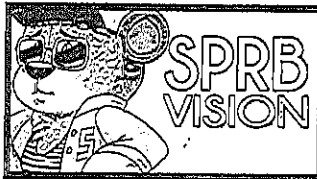
Throughout his undergraduate career, Valentine built his brand, while also pursuing his ultimate goal of becoming a doctor.

"I use to get caught up in balancing, and with trying to do that, I often truly had no balance," says Valentine. "My main priority is to go to medical school, so I no longer become consumed with balancing. Rather, I started prioritizing."

Doubts are just a motivating force.

"No one person can say anything bad about me, because once you take the time to know me and see what I'm trying to do, your opinion will change," Valentine states matter-of-factly. "I'm just trying to make it and provide for my community."

"I don't want to be put in a box filled with expectations," he adds. "I want to be an empire."



— *Sinia Arslan '16*

Commemorating the 12th Annual Amistad Lecture Series Cheney-Coker: "It Only Takes a Spark of Outrage"



The Amistad saga is a journey into the evolution and affirmation of the national consciousness, says Syl Cheney-Coker, keynote speaker at the 2015 12th Annual Amistad Lecture Series.

"That is what the Amistad is all about, communication by free men and women," says the award-winning writer. "It's how human beings build bridges across the frontier of cultures."

The mission of Central's annual Amistad Lecture Series is to serve and protect the history, memory and legacy of the Amistad revolt of 1839, honoring the expedience, aspirations, and courage of the African captives denied human dignity, freedom, and social justice.

"The towns of New London, New Haven, Hartford, and Farmington played important roles in the arrival, triumph and rehabilitation of the Amistad victims," says Professor of Educational Leadership Olusegun Sogunro. "The Amistad events (from 1839 to 1842) and aftermath constitute one of the most important landmark civil rights case in US history, setting the stage for freedom, social justice, and equality."

The lasting impact of the Amistad Lecture Series continues to resonate across CCSU and the surrounding community, says President Jack Miller.

"It's an important part of the University fabric," says Miller.

Born and raised in Sierra Leone (the homeland of the Amistad captives) Cheney-Coker has authored two novels and six volumes of poetry, winning numerous international writing awards, including the Commonwealth Writers Prize.

"On a cold, miserable night in 1839, a group of country Africans — I refuse to call them 'slaves' — sat in the hull of a ship incongruously called the Amistad, which I believe means 'friendship' in Spanish," says Cheney-Coker. "None of those men, women and children believed in the idea of abjugation. They were introduced to the notion by a group of men who farmed the single fact that they were gods, who felt they could chain and brutalize other members of our small world."

Our society owes a debt of gratitude to the survivors of the Amistad, says Cheney-Coker, as do all the men and women throughout history making the ultimate sacrifice in the name of justice.

"It's the translucent power of the mind to respond to an injustice, something that leads to the ritual of revolt in all of us," says Cheney-Coker. "It only takes a spark of outrage."

Ron Davies, president of the New Britain chapter of the National Association for the

Advancement of Colored People (NAACP) points to parallels between the legacies of the both the Amistad saga and the NAACP.

"It was for the same purpose," he says. "Fighting injustice and finding equality for all."

Other members of the Amistad Committee include: co-directors of the CCSU Center for Africana Studies Professor of Anthropology Evelyn Phillips and Professor of Art Sherinatu Fafunwa-Ndibe, Professor of History Gloria T. Emecagwali, Lecturer of History Katherine Harris, Associate Professor of English Beverly Johnson, Professor of Political Science Walton Brown-Foster, and Assistant Professor of Sociology Fumilayo Showers.

Additional CCSU sponsors of the lecture series include: Center for Africana Studies; Office of Diversity and Equity; Ammon College of Liberal Arts and Social Sciences; School of Business; School of Education and Professional Studies; School of Engineering, Science and Technology; Department of Educational Leadership; Department of English; Department of Political Science; Department of History; Reading and Language Arts Department; and the Center for Public Policy and Social Research.

— *Kath Hagarty*

Can We Talk?

Interview Training Helps Students Put Their Best Foot Forward

The end of the academic school year can be an exciting time for students as thoughts turn to vacations, relaxation, fun in the sun, and for some, graduation. However, it can also be a time brimming with anxiety and doubt as the prospect of landing the right job or graduate school loom heavy.

To help alleviate the percolating tension, CCSU held a series of mock interview training workshops this spring.

Catch a Rising STAR

Students need to have the confidence and resources to sell themselves to prospective employers, according to representatives at the CCSU Travelers Student Professional Advancement (SPA) Interview event. About 25 students participated in Travelers' February mock interview session, learning the benefits of the STAR method (Situation, Technique, Action, Result).

"The STAR Method would benefit any CCSU students who is practicing for an upcoming interview," says Edvina Xhiloneli, Travelers' billing and payment specialist. "You always want successful results and learning experience from any interview. The STAR method is a perfect combination for gaining valuable feedback."

The STAR method provides a logical, guided approach for interviewees to utilize past success when responding to interview questions. According to the four-step method, interviewees should: 1) describe the situation, 2) detail the technique used, 3) describe the action taken, and 4) assess the result of the action.

In addition, the mock interview session encouraged students to stay positive and develop a comprehensive list of their resources, especially those that relate to experiences and activities outside the classroom, such as technical interests, leadership examples, team-based initiatives, and communication skills.

"Technology, in my opinion, has helped many students to ease their interview *passé* as far as seeing more examples regarding bettering their communication skills," says Xhiloneli. "The Travelers Team Central workshop helps all students to engage and be open-minded about any interview or job a student may be applying for."

MAT Mock Interview Event

The Master of Arts in Teaching (MAT) program held its annual Mock Interview in March in the Constriction Room in Memorial Hall.

Coordinated by Professor of Education Susan Seider, the March event featured 21 participating local school districts, including Cromwell, Farmington, Bristol, Plainville, Rocky Hill, Southington, West Hartford and two CREC schools (Medical Professions and Teacher Academy and Two Rivers Academy), held in the Constriction Room of Memorial Hall. Interviewees included a superintendent, assistant superintendent, human resources director, principals, department chairs, teachers, district facilitators, and a school psychologist. Each spent time with four candidates of sessions lasting approximately 20 minutes, with interviewers providing feedback of student techniques.



Biology major Rayna Dunham participates in a Graduate Studies mock interview training session, one of several events offered by CCSU to enhance students' interview techniques.

Expressing her deepest gratitude to the participating school district representatives, Seider says she's extremely proud of the students' performance, adding that several of the interns have already received offers of employment post-graduation.

Psi Chi 5th Annual Mock Interview Workshop

Helping to demystify the do's and don'ts of interviewing, the Department of Psychological Science provided an opportunity for students to engage with faculty members during Psi Chi's 5th annual mock interview workshop. Participating faculty included Professor Psychological Science Carolyn Fallahi, Associate Professor of Psychological Science Jason Sikorski, Assistant Professor of Psychological Science Rebecca Boncoddio, and Associate Professor of Psychological Science Steven Horowitz.

When interviewing, some of the useful tips offered to students include: be able to talk intelligently by reviewing the professor's work, research and publications; review newsletters and current events of a university or employer; don't memorize answers, instead think of yourself and three themes on why you are good for that program, as well as evidence to support your points; and don't fear potential silence, with faculty members encouraging thoughtful, comfortable questions; and finally, don't be afraid to ask questions.

When Opportunity Knocks

Hosting an "Interview Skills" workshop during Central's Spring 2015 Career Fair, CCSU Advising and Career Specialist Joe Zeali encourages job candidates to be overly prepared.

"When I'm talking about preparation, I'm trying to say I want you to be ready," he tells student. "Don't just have them ask you questions, you have to do the same. Ask them about growth opportunity. Let the company know you see yourself in this position before you leave the interview—be confident."

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Rising to the Challenge

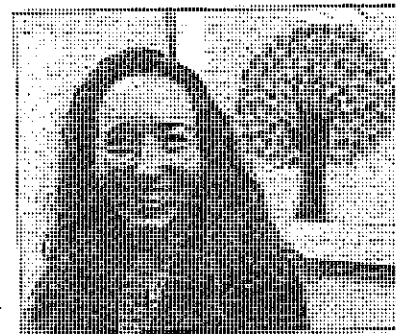
New Office of Victim Advocacy & Violence Prevention Launches StandUPCCSU

StandUPCCSU

"We want to build a community where people are standing up for each other and looking out for each other."

Sarah Dodd,

CCSU Victim Advocacy and Violence Prevention Specialist



Where can CCSU students turn to in the face of violence?

Responding to nationwide concerns over potential threats facing college students, Central's Office of Diversity and Equity has established the new Office of Victim Advocacy & Violence Prevention.

According to Victim Advocacy and Violence Prevention Specialist Sarah Dodd, the new office (located in Dioroto Hall) seeks to bolster violence prevention efforts, assess the effectiveness of existing programs, and help victims find the support they need.

"Building awareness is really important," says Dodd. "We really want to reinforce the changing of behaviors and social norms that lead to a culture of violence."

To that end, Dodd's office recently launched StandUPCCSU, a bystander awareness campaign encouraging men to stand up and intercede when they come across potentially abusive or violent situations.

"StandUPCCSU teaches bystander intervention techniques to help develop skills regarding situations that lead, not just to violence, but to a hostile culture," says Dodd.

"We want to build a community where people are standing up for each other and looking out for each other," she says. "One of the biggest reasons why people intervene is because they feel responsible for each other, so cultivating that feeling of responsibility is very important."

The campus-based campaign featured a series of posters, films, in-class discussions, lectures and speaking engagements, such as those by nationally renowned speakers Dr. Jackson Katz ("More Than A Few Good Men"), Dr. Tom Koith ("The Bro Code: Masculinity and the Courage to Change"), and CCSU Associate Professor of Psychological Science Jason Sikorski on the issue of hyper-masculinity.

It's critical for colleges and universities to not only provide support services to victims, but to also enact educational outreach that raises awareness and skill levels in dealing with potentially harmful situations, says Rosa Rodriguez, chief diversity officer and Title IX officer with the Office of Diversity & Equity.

"We want to make sure more of the community is educated, informed, and able to challenge offensive behaviors and support survivors—sometimes we need to challenge each other," says Rodriguez. "A person we respect or love may say something thoughtless or offensive. If we're in a safe place, we can tell them that they may want to rethink how they're saying that."

The new Office of Victim Advocacy & Violence Prevention gives the Central community a vital hub to access information, assistance and support.

"Sarah brings a lot of experience in working with victims of sexual violence and collaborating with faculty and staff on delivering the programs," Rodriguez says of Dodd's leadership. "She brings experience in evaluating how effectively the programming works."

— Carol Letter

A Matter of Privilege

Student-Formed Panel Tackles Issues of Race



What is privilege? Do we live in a post-racial society? Just two of the many questions sparking conversation during Central's recent student-created panel discussion "My Privilege is Better than Yours: A Discussion about Race."

"It's important to acknowledge the elephant in the room," says junior Mechanical Engineering major Fontaine Richardson, one of the invited panelists at the February event held in Torp Theatre.

"No one in the room has all the answers and no one person ever will," he adds. "But this discussion is worth having."

Attended by 250 students and faculty, the forum comes on the heels of the public outcry over the high-profile deaths of Michael Brown in Ferguson, Missouri, and Eric Garner in New York City, both African-American males who died at the hands of white police officers, setting off a series of protests throughout the country.

"Racism still continues to have a very real and passive influence, such as on neighborhood infrastructure, socioeconomic opportunities, and media imagery," says panelist Erica V. Scott, a sophomore Biomolecular Sciences major.

Both Scott and Richardson vehemently oppose the idea that we now live in a post-racial society.

"When did we reach that milestone?" Richardson poses. "Are we no longer allowed

to mention race because we now have one single black president?"

As panel moderator, Professor of Counseling and Family Therapy Jane Fried is encouraged by the millennial generation taking an active role in discussions of race relations and social concerns.

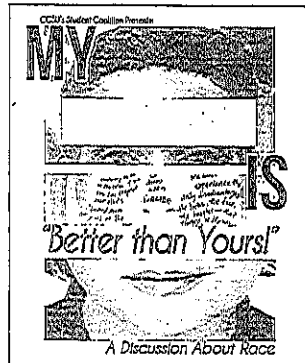
"The most exciting thing about the forum was that it was organized by and for students," she says. "When you're talking about privilege, it should not be a spectator event."

To further promote discourse, Fried encouraged panelists and audience members to "talk to another person who was racially or visibly different from him or her, and share a time when race and pain were associated in their lives."

The forum offered students a constructive platform to raise issues.

"We shouldn't feel like the issue is too large," Scott says. "Rather we should feel enlightened and empowered to start working together."

Work together is what many students did to bring the discussion to campus, coordinated by senior Anthony Valentine, pulling students together for the panel over several late-night, heartfelt conversations. Joining Scott and Richardson as invited panelists were students Isamar Rodriguez and Simms Sonet, along with Professor of English Aimee Pozorski, Associate Professor of Theatre Joshua Perlestein, and



Assistant Director of Admissions Carlos Soler.

"A number of CCSU student organizations formed a coalition of groups interested in creating awareness regarding racial profiling and privilege," says Associate Director of Student Activities and Leadership Development Susan Sweeney.

Under the banner of the CCSU COALITION, the student-run coalition member organizations include: C.H.A.N.G.E. (Carrying Humanity as New Generations Emerge), the Black Student Union, SGA, LASO, NAACP, Sociology Club, MOSAIC, Youth for Socialist Action, Education Club, Criminal Justice Club, and PRIDE.

"Erica Scott was an obvious choice to participate on the panel," says Sweeney, "given her ability to carefully consider her position on a subject, and participate in discussions both intellectually and from the heart."

As vice president of C.H.A.N.G.E., Richardson's campus influence also cannot be understated, according to Sweeney, calling him "a well respected member of the group, and one of the mainstay students who has served to keep them on task."

As vice president of the United Caribbean Club, Scott says her role on the panel offered the opportunity to "discuss how privilege is something that cannot be ignored," and can often cast detrimental, negative effects on individuals.

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Footsteps of a Pioneer

Celebrating Ebenezer Bassett Student Achievement Award Winners

When sophomore Nursing major Roberto "Bobby" DiBacco Jr. first learned he was named one of this year's recipients of the annual Ebenezer D. Bassett Student Achievement Award, he was taken completely by surprise.

"I was kind of shocked," says DiBacco, Jr., a trained EMT (emergency medical technician), camp counselor, and member of several CCSU committees. "It's really nice to be recognized and know that you're doing a good thing for your community."

DiBacco is one of 36 students recently awarded the Ebenezer D. Bassett Student Achievement Award for demonstrating "perseverance, persistence, character and integrity" in the pursuit of their education at CCSU.

Held in March by the on-campus Man Enough Support Initiative (MESI), the annual award program focuses on the aspects of fortitude, persistence and resilient spirit, according to William Fothergill, an associate counselor in Student Wellness Services and co-founder of MESI, with CCSU Director of Recruitment and Admissions Larry Hall.

Founded in 2008, MESI is a fraternal wellness initiative joint effort of Student Wellness Services, the Office of Recruitment and Admissions, the Center for African Studies, and the Office of Diversity and Equity to encourage male students to lead healthy, productive lives by helping them develop a plan leading to graduation and career success.

The award is named for famed Derby, Connecticut native Ebenezer Bassett, a descendant of African slaves, first African American

Sadoian continued from page 10

on the Warsaw Concerto" (winning an Elihu Burritt Library Undergraduate Research Award) and in late April, performed the "Warsaw Concerto" with the CCSU Wind Ensemble.

"He's my second favorite composer for piano, behind Chopin. Definitely top ten, or even my top five overall." Sadoian says of Rachmaninoff. "If you listen to movie scores or popular music from the 1940s and 1950s, there seems to be an influence of his music in the way melodies are constructed, or the harmonic progressions or textures of the accompaniment. He's had a strong influence."

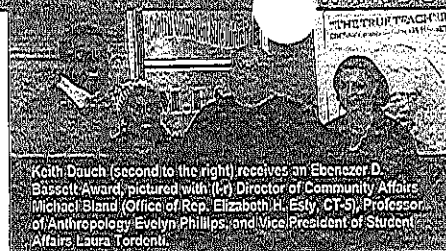
French Impressionist composer Phillipe Gaubert is another recent influential addition.

"There's just something about his music I find really attractive and compelling," says Sadoian. "It's not insanely virtuosic

It's accessible on a technical level to a wide range of musicians, and it's just very attractive to listen to—very accessible harmonies and progressions—but it's still not traditional. It's impressionistic, so it has this exotic sound to it."

Encore, Encore With limited opportunities available for aspiring Hollywood composers, Sadoian admittedly makes a practical outlook when contemplating post-college career ambitions.

"My time at CCSU has definitely developed my career focus," he says, noting how in addition to his studies, he also provides peer tutoring in piano, course lessons and exam preparation. "Now I've been thinking more about post secondary education, such as being a college professor or music educator."



Keith Dauch (second to the right) receives an Ebenezer D. Bassett Award pictured with the Director of Community Affairs, Michael Blain (Office of Rec), Elizabeth H. Esly, Ph.D., Professor of Anthropology, Evelyn Phillips, and Vice President of Student Affairs Laura Tordella.

graduate of CCSU (1853, New Britain Normal School) and the first African-American diplomat (1869, US ambassador to Haiti).

"He remains an example to all aspiring CCSU college men," says Fothergill. "His life testifies that it is not where you start in life, but where you finish."

Nominated by CCSU faculty, administrators and fellow students, Bassett award winners exhibit these same five virtues: integrity, wisdom, humility, brotherhood and spirituality.

"This award is a way of celebrating their lives beyond academic achievement," says Fothergill, noting that while CCSU's overall graduation rate is about 56-percent, the graduations rate of MESI members is an impressive 98 percent.

Senior Economics major Connor Partridge credits MESI's positive atmosphere for giving him the proper guidance and support.

"The club has given me a lot of confidence and validated who I am," he says.

For a complete listing of the 36 Ebenezer D. Bassett Award winners, visit www.ccsu.edu/courier.

— Carol Lester

As with any artist, Sadoian knows how planning often means walking the tightrope of passion and practicality.

"I think again to Rachmaninoff," he adds. "An absolutely incredible composer, but when he fled the Russian Revolution in 1917 and came to the United States, he soon realized he couldn't support himself simply by composing. That's a bit crazy, because he was one of the best composers ever."

Still, when you shoot for the stars and miss, you just might hit the moon.

"I'd like to have equal successes," he says, "as a composer, educator—and as a performer."

— Keith Hagerty

William Hooker continued from page 5

Throughout college, Hooker was listening deeply to recordings on Impulse, ESP, Blue Note, Delmark and the like.

"This was a focused life," he adds, "working a lot and picking up as much knowledge and skill as I possibly could in the various clubs and places where I performed."

After graduating, Hooker moved to San Francisco where he made the transition from playing standard music to original material.

"I heard my earth mother speak to me, and I knew I wasn't going to play anything but my own music," he shares.

Hooker's voice deepens again as he speaks another phrase of Collins' music: "Everybody wants to hear the truth, but everybody wants to tell a lie," making it clear that his achievement as a

purveyor of experimental original music hasn't come easy.

Embracing these hardened life lessons, he offers advice for budding, young musicians.

"If you get easily discouraged, this is not the path for you," he says matter-of-factly. "For every 10 noes there are 2 yeses—and maybe you created those yeses yourself."

Above all, he says, it's about looking in the mirror, and being proud of what you see staring back.

"I hope that young people still have a strong sense of self," he adds. "Making your way—you find a lot of peace for yourself."

—Kare Callahan '12

Matter of Privilege continued from page 19

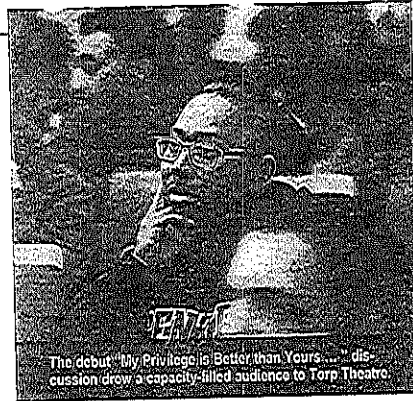
"Each person got a chance to talk and to be listened to without interruption," she says. "Nobody was allowed to tell anybody that their experience wasn't real, or that they were imagining things."

"The more it's discussed," she adds, "the better people will get at identifying and minding their privilege."

Progress occurs when education, experience and opportunity converge.

"One thing I've learned about CCSU over the last year is that if the CCSU community is presented with something positive and worthwhile, they will fully support it," says Richardson. "It makes me proud to be a Blue Devil."

—Kare Callahan '12



O' Blue (Devil) Eyes continued from page 20

(Contributions to the Study of Pop Culture, Praeger, 2002)."

He describes the book as a "literary look at Sinatra as an image and an idea."

As a follow-up, Gigliotti produced an anthology of poems related to the crooner, entitled *Sinatra ... but buddy, I'm a kind of poem* (Entasis, 2008), capped off with a profile of Sinatra's passionate, yet turbulent relationship with his second wife, *Ava Gardner: Touches of Venus* (Entasis Press, 2010).

He's even integrated his interests into the classrooms, such as a course of literature based on "Frank and Ava" (English 216), and using Sinatra as a figurehead for an honors course on "Icons," with Professor of Astronomy Kristine Lassen.

To commemorate the Sinatra centennial, Gigliotti also coordinated

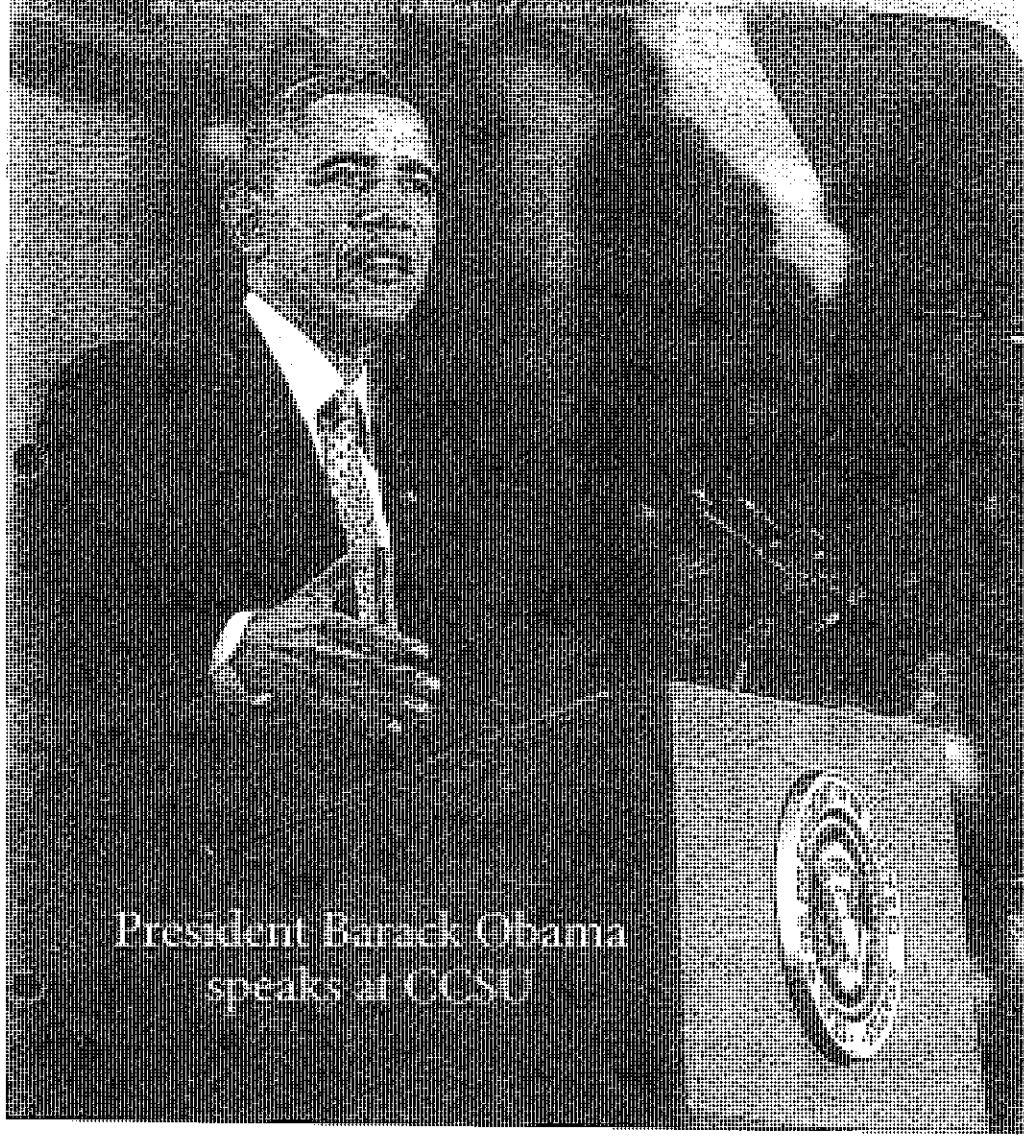
a course entitled "The London Sinatra(s)" (English 213) an international learning opportunity touring the sights, sounds, and stomping grounds from Sinatra's performances in England.

"I think great music is great music—it's always going to be rediscovered," says Gigliotti, confident Sinatra's legacy will resonate for at least another century.

"Sinatra hasn't faded from memory yet," he says, "and I don't think he ever will."

For more information, contact Gigliotti at 860-832-2759 or gigliotti@ccsu.edu.

—Keith Fligarty



President Barack Obama speaks at CCSU

President Obama VISITS CENTRAL

It's unlikely that a louder, more exuberant audience has packed Central Connecticut State University's Detrick Gymnasium than the one which greeted US President Barack Obama on March 5.

More than 3,500 people — students, faculty, staff, and the public — stood outside Kaiser Hall for hours, in lines curled around Kaiser Circle and down the slope toward Sam May and Gallaudet residence halls, to get a chance to see the president. He arrived at the podium yelling "Go Blue Devils," pumping up the already roaring crowd.

"It's good to be back in Connecticut," he told them, and he thanked CCSU President Jack Miller for welcoming him to campus. He was flanked by US Labor Secretary Thomas Perez and the governors of Vermont, Massachusetts, Maine, Rhode Island, and Connecticut.

The 44th US President came to Central for a pep rally, carefully orchestrated by a White House Advance Team, to push support for the legislation sitting before both houses of Congress that would increase the federal minimum wage to \$10.10. He demonstrated his commitment to the crusade by signing an executive order, in February, to raise the wage to \$10.10 for federal contract workers.

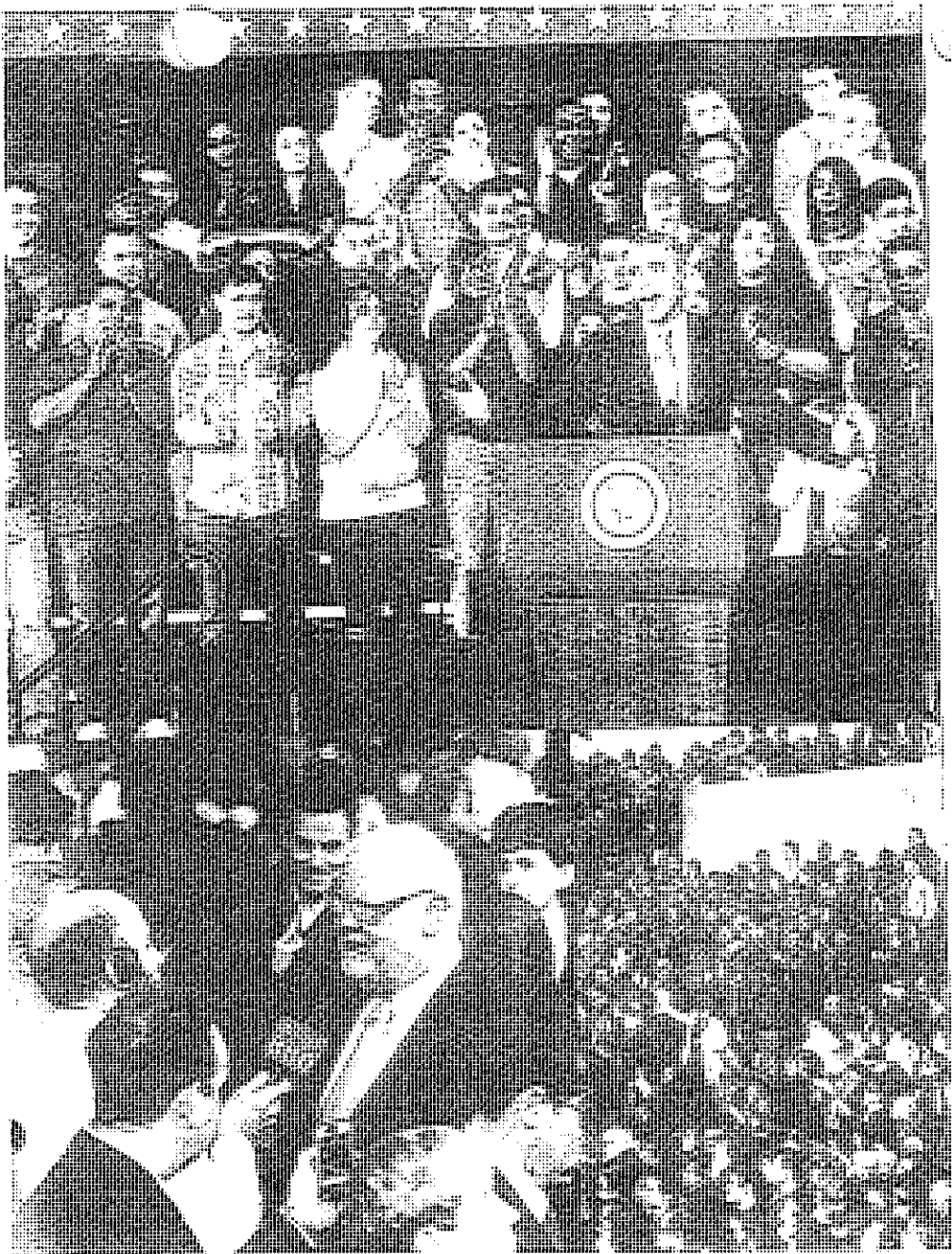
As the event's host, Governor Dannel Malloy introduced the president with a short, rousing speech of his own. Before launching into his own remarks, President Obama pointed to the CCSU student leaders standing on the stage behind him. He teased them about the Student Government Association's logo he said he had "seen on their web page."

"A gavel and a pitchfork — interesting," he mused, and then added wryly, "I just wish the folks in Congress used the gavel more — less of the pitchfork," which triggered laughs and cheers.

Seeming relaxed, the President appeared to bask in the euphoric atmosphere and feed off the comments supportive individuals shouted out. For nearly 30 minutes, he built a case for how his "Opportunity Agenda" would restore the American dream and return the US to the kind of society where "wages and paychecks support a family."

Roughly 1,000 CCSU students attended the event, and many spoke of it as a "once-in-a-lifetime" event. CCSU alumni of a certain age will know that feeling well, as they recall President George W. Bush's visit to campus in March 2001.





Kristine Larsen '84
Guide to the Cosmos

A set of horizontal lines for writing, organized into two columns on either side of a central vertical margin line.

School of Business Earns AACSB Accreditation Joins Ranks of Top Business Schools

This fall, CCSU's School of Business joined the ranks of the most prestigious business institutions worldwide, and became only the second public university in the state to hold accreditation from the Association to Advance Collegiate Schools of Business (AACSB).

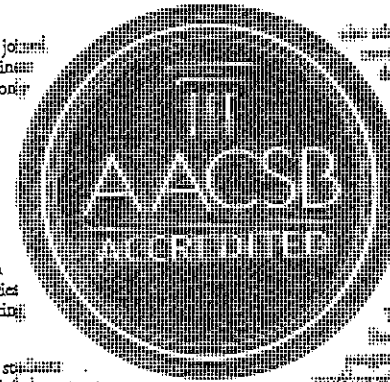
To earn the mark of excellence, the School of Business, under the leadership of Dean Siamack Shojai, undertook a rigorous self-evaluation process and then implemented a series of improvements and initiatives during the past seven years.

Shojai praised his faculty, staff, and students for their diligence. "This is," he said, "a long-term investment in the education of Connecticut's citizens and commitment to excellence in business education. More than 86 percent of our graduates remain in the state and bring to their professions and employers an education recognized by the industry and peers for its quality." Shojai noted that both current students of the School of Business and its alumni will benefit significantly from this honor.

With just 687 business programs having earned the endorsement, Shojai says his students "can be assured they are receiving a world-class education at a tremendous value." Additional benefits will be realized immediately as new graduates of the School of Business will find that many top MBA programs accept undergraduate prerequisite courses earned at an AACSB-accredited school and that GMAT requirements are waived for students who've earned a high GPA at an accredited school.

Founded in 1916, AACSB is the largest and longest serving global accrediting body for business schools. The agency's standards nationally and internationally regarded as the most stringent for business schools.

As part of its plan to meet AACSB's demanding criteria, the School recruited highly qualified faculty and adopted a set of measures for maintaining high standards for faculty. The School



also adopted a strategic management plan to more effectively operate the school, make decisions, and pursue new endeavors.

Among the activities established during the last several years are expanded services and programs for students. The Student Professional Advancement (SPA) workshops and speaker series connect some of the state's top business executives and CCSU alumni with students for advisement and to share their insights into current industry issues. The Insurance & Financial Services (IFS) Internship Camp is a free, week-long summer program for business majors interested in working with top executives who develop seminars on industry topics. In addition, a peer mentoring program has been working to close the achievement gap.

The quality and quantity of faculty research and publications have been substantially increased and teaching excellence carefully monitored. An elaborate Assurance of Learning System has been put in place to assess student learning and ensure success. A Hall of Honor now recognizes outstanding achievement and contributions to the business industry by both individuals and firms.

"I have been fortunate to work with an outstanding group of colleagues in the School and from Connecticut's business sector in our pursuit of achieving excellence on behalf of our students," Shojai said. He also extended his appreciation to members of the School's Business Advisory and Advancement Council for their generosity in sharing their time and knowledge with our faculty and students. "Industry support was a crucial component in achieving this accreditation," he says.

AACSB accreditation is retained for five years after which the School must once again undergo a rigorous review process.

-Janice Palmer



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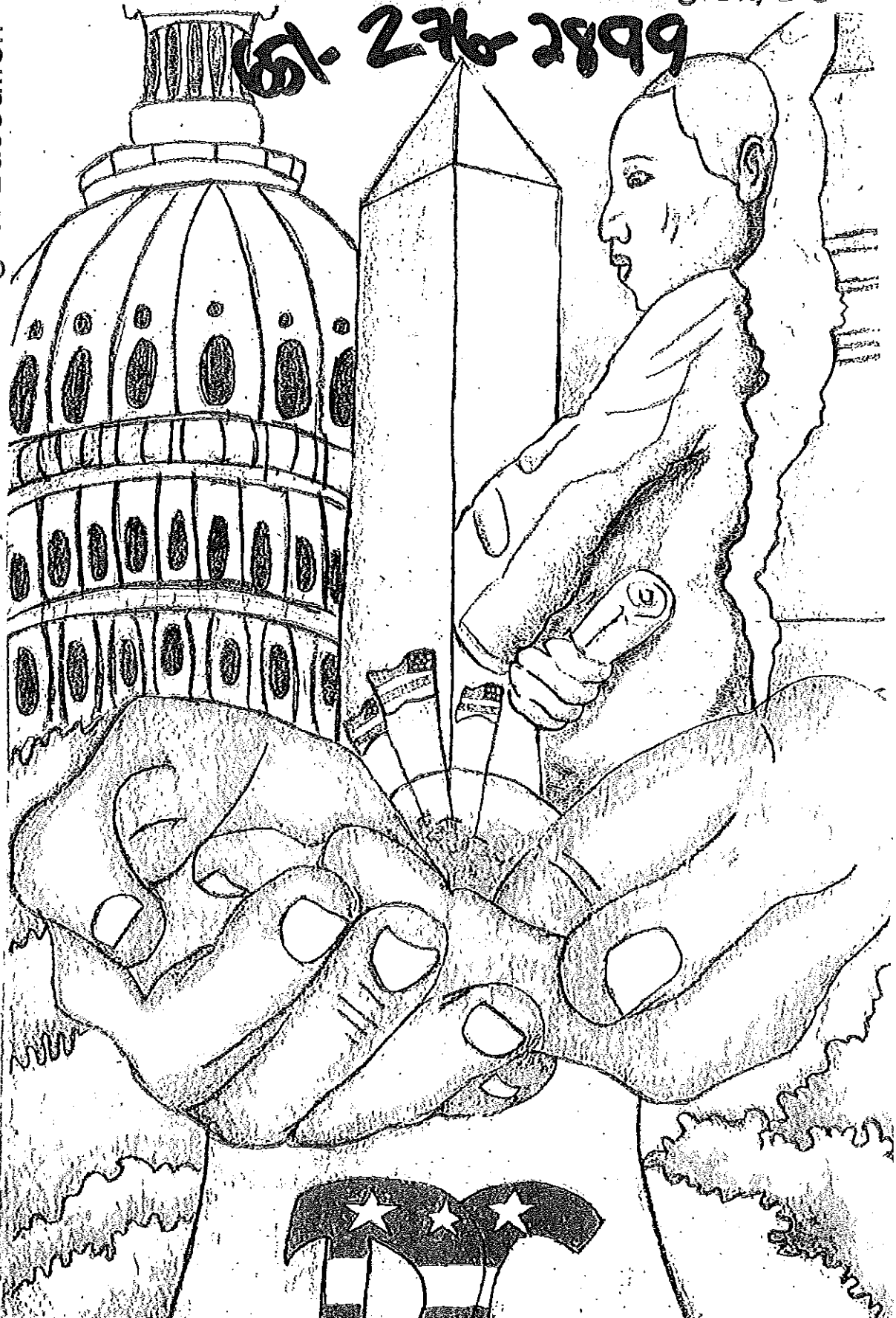
Central Connecticut State University
 New Britain, CT (860) 832-2350 www.ccsu.edu/grad graduateadmissions@ccsu.edu

PROGRAM & RESOURCE GUIDE

Annual National Conference On Race & Ethnicity in American Higher Education®

KOSA Rodriguez
May 26-30, 2015
Washington, DC

661-276-2899



THE SEXUAL ASSAULT CRISIS SERVICE Counselor Advocate Training Course Syllabus

Spring 2015 Wednesdays, 5:30pm-8:30pm

Location: New Britain Police Department
10 Chestnut Street New Britain 06051

Instructor: Liz Halla-Mattingly, Volunteer Coordinator
Phone Number: (860) 225-4681 ext 332
Email: svolunteers@ywcanewbritain.org

COURSE DESCRIPTION & OBJECTIVES

This 48 hour certification training course is held by the YWCA of New Britain Sexual Assault Crisis Service (SACS). Classes are run by certified advocates, experienced professionals guest speakers, and survivors of sexual assault. Training topics will include gender violence and prevention, sexual assault and harassment, child sexual assault and incest, male survivors, disabled survivors, secondary survivors, mandatory reporting procedures, medical/police/legal procedures, suicide and substance abuse, LGBTQQI survivor issues, sex offenders, state statutes, domestic violence, and much more.

This class may be taken in two different forms. If you choose to become a Certified Sexual Assault Counselor, and volunteer on our 24-hour hotline for a minimum of a 1 year commitment, the course is \$85. If you choose to take this course simply for professional development purposes to help gain additional information about these topics, but not commit to volunteering with us, the course is \$275. **Whichever plan you choose to take, the final payments must be submitted to Liz by no later than the second week of class.**

GRADING SYSTEM

Final grades are based on a series of proportionally weighted assignments:

<u>Activity</u>	<u>% of Grade</u>
▪ Attendance	20%
▪ Quizzes	15%
▪ Midterm	20%
▪ Written Final	25%
▪ Oral Final	20%
<u>Total</u>	<u>100%</u>

The following is a description of my grading system:

A = Exceptional/Outstanding work.

- B** = Fully meets certification standards.
- C** = Overall quality of work is unsatisfactory and will result in failure.
Course would need to be retaken to achieve certification.

POLICY ON ATTENDANCE & LATE ASSIGNMENTS

According to the YWCA New Britain Sexual Assault Crisis Service Certification Policy, it is mandatory for each volunteer to attend a minimum of 42 hours of training to obtain their State Certification. This allows for up to two maximum days that volunteers could potentially miss, but only if they have a valid excused absence due to emergencies or life crises (with an exception of role play dates). We ask that you notify Liz at least a day before class either via email or voicemail that you will not be able to attend the upcoming class. Due to the amount of information that is covered within one given class time, we highly encourage everyone to attend all 48 hours of this certification course. For those who attend **ALL** classes, an additional 5 pts will be granted onto their final exam grade.

Though two classes can potentially be missed without penalty, if excused, the assignments that are due on those missed days are still expected to be handed in. These can be emailed to Liz on or before the scheduled class and the assignment(s) due for next class will be emailed back to you for your completion by the following week. **Assignments handed in after the due date will be reduced by 10% per day.** Additionally, if you happen to miss a class, you are also expected to write a brief one page, doubled spaced, summary of what the scheduled topic was that evening by looking through your flash drive manual (which will be explained further in a later section).

QUIZZES

After each class, you will be given one to two quizzes to complete and hand in by the following class. These quizzes usually contain between 10-15 questions and are simply used as a review of what we went over in class that day. These quizzes will be graded and handed back to you throughout the semester and can then be used as study guides towards your midterm and final exams. Please thoroughly review the above mentioned late assignment policy, and procedures of additional assignments that are expected from students if a class is missed.

ROLE PLAYS

There will be a minimum of two full class times in which the whole class will engage in group role plays to practice your counseling skills on the hotline. These two days, which are listed below in the course calendar are **mandatory days that everyone must be in attendance. No excused absences will be permitted on these days due to their crucial importance towards your certification.**

MIDTERM EXAM

Midterm exams will be take-home and expected to be returned the following week of class. If

they are incomplete or handed in late, they will also be **reduced by 10% per day**. Though this exam will be take-home, we encourage you to refrain from using your notes so you're able to test your knowledge and see what you may need to focus more on for your final exam.

FINAL WRITTEN & ORAL EXAM

Final written and oral mock phone call exams will take place on our final class at the YWCA New Britain. You will have the full 3 hour class time to complete these exams and they will not be open-book. Preceding these exams, we will have a potluck dinner to celebrate the completion of class. Everyone is encouraged to bring a dish to contribute to the potluck (a sign-up sheet will be passed around closer to the date).

On this final day, all of our SACS advocates will be in attendance and will be helping with each student's oral mock call. Each student will be given a name and a number for them to call in a secluded area of the YWCA where they will be tested on their counseling skills over the phone, while one of our advocates will role play as a potential survivor. **If any student is overly anxious or concerned about this oral exam prior to the final day, our advocates would be more than happy to schedule additional practice mock calls prior to the day of the exam for students to gain additional practice and be debriefed.**

CANCELLATIONS

If we are ever impacted by any severe weather implications and the YWCA closes early, then our class will be cancelled. In the case of this happening, we will send out an email to all students to update you all on the cancellation as soon as the information is provided to us. Because email is a much easier and effective tool for communicating with everyone at once, we ask if you could provide us with a reliable email address that you use and check on a regular basis in case of such cancellations.

FLASH DRIVE MANUAL

There is not a specific textbook that is used to teach this course. Instead, you will be provided with a flash drive uploaded with our entire Counselor Advocate Training Manual in which you can refer back to while completing take-home quizzes and studying for exams. There will also be many additional handouts that may be given to you at any point during this course as well by various presenters.

CALENDAR OF TOPICS & PRESENTERS

Class	Topics	Presenters	Homework & Location
Class 1 January 8th	Introductions History of CONNSACS/YWCA Confidentiality Counseling Skills	All SACS Staff Present	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 2 February 25th	Sexual Harassment and Bystander Intervention Sexual Assault & Rape Trauma Syndrome	Jen Oliver Liz Halla-Mattingly	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 3 March 4th	Domestic Violence Secondary Survivors Male Survivors	David Rivera Robin Pomper & Nuriye Rumeli	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 4 March 11th	Child Sexual Abuse/Incent Dynamics Child Abuse and Investigations	Vicky Wasilewski Erica Mello	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 5 March 18th	Latin@ Populations College Sexual Assault	Heide Rivera Chelsea Culbert	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 6 March 25th	Mandated Reporting Survivors with Disabilities	DCF Office of Protection and Advocacy	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 7 April 1st	Survivor Panel & Discussion	Reed, Kelli D, Sophie, Philip All SACS Staff Present	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 8 April 8th	Role Play Night #1 Midterms Handed Out	Liz Halla-Mattingly	Community Room New Britain Police Department Homework: Assigned take home quizzes & Midterm Exam
Class 9 April 15th	Police Procedures State Statutes Restraining Orders Midterms Due	Det. Jen Yarsawich Liz Halla-Mattingly	Community Room New Britain Police Department Homework: TBA
Class 10 April 22nd	Emergency Room Tour Medical Procedures	Denise Covington	Hartford Hospital Emergency Department And Special Dining Room 80 Seymour St Hartford CT Homework: Assigned take home quizzes
Class 11 April 29th	Suicidal Ideation Substance Abuse/Date Rape Drugs LGBTQ Community	JoAnn Burnham Liz Halla-Mattingly Jen Oliver	Community Room New Britain Police Department Homework: Assigned take home quizzes
Class 12 April 6th	Victim Court Advocate Office of Victim Services	Melissa Renna & Tina Bouchard	Alumni Lounge Homework: Assigned take home quizzes

Class 13 <i>May 13th</i>	Role Play Night #2 Potluck Signup!	Liz Halla-Mattingly	Community Room New Britain Police Department Homework:
Class 14 <i>May 20th</i>	Offenders & Post Conviction Concerns Stalking	Natalie Travers Liz Halla-Mattingly	Community Room New Britain Police Department Homework:
Class 15 <i>May 27th</i>	Challenging Callers Volunteer Panel Policies & Procedures	Reed, Jessica, Philip, Kelli S Liz Halla-Mattingly	Terrace Room C Mather Hall Trinity College Homework: Study for Final written & oral Exams
Class 16 <i>June 3rd</i>	Final Oral & Written Exam Potluck!	All SACS Staff present	Terrace Room C Mather Hall Trinity College Homework: Study for Final written & oral Exams

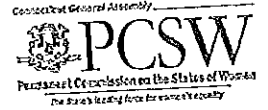
Please note that the order of topics and assignments may change, and that new drafts of this syllabus may be distributed.



CLERY ACT TRAINING SEMINAR SCHEDULE

Saint Peter's University

Monday, June 15, 2015		
8:00 AM – 9:00 AM	Registration/Continental Breakfast	
9:00 AM – 10:00 AM	Welcome/Opening Abigail Boyer	
	BLUE GROUP North Room	RED GROUP West Room
10:15 AM – 12:00 PM	4 W's I Blaine Nickeson	4 W's I John Wesley Lowery
12:00 PM – 12:50 PM	Complimentary Lunch	
12:50 PM – 3:00 PM	4 W's II Blaine Nickeson	4 W's II John Wesley Lowery
3:00 PM – 3:15 PM	Break	
3:15 PM – 5:00 PM	Ongoing Disclosures John Wesley Lowery	Response Abigail Boyer
Tuesday, June 16, 2015		
8:00 AM – 8:30 AM	Breakfast	
8:30 AM – 9:30 AM	Prevention Abigail Boyer	
9:45 AM – 11:30 AM	Response Abigail Boyer	Ongoing Disclosures Blaine Nickeson
11:30 AM – 12:30 PM	Complimentary Lunch	
12:30 PM – 2:30 PM	Putting It All Together in the Annual Security Report Blaine Nickeson	Putting It All Together in the Annual Security Report John Wesley Lowery
2:30 PM – 3:00 PM	Closing, Certificates	



Workplace Discrimination Investigations

Update Training Agenda

June 10, 2015 (9am-12pm)

at the Legislative Office Building, Room 1D
300 Capitol Avenue, Hartford, CT

Presented by
The Commission on Human Rights and Opportunities
and the Permanent Commission on the Status of Women

- | | |
|---------------|---|
| 8:45-9:00 | Registration
<i>Light Refreshments will be served</i> |
| 9:00-9:15 | Welcome and Introductions |
| 9:15-10:15 | Update on Legal Issues – Peter Murphy, Shipman & Goodwin |
| 10:15 – 11:00 | Roll Play – Debi Freund and the DCF Players |
| 11:00-11:15 | <i>Break</i> |
| 11:15-12:00 | Case Studies: Brainstorming Agency Issues/Best Practices
Wrap-Up/Evaluations |



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

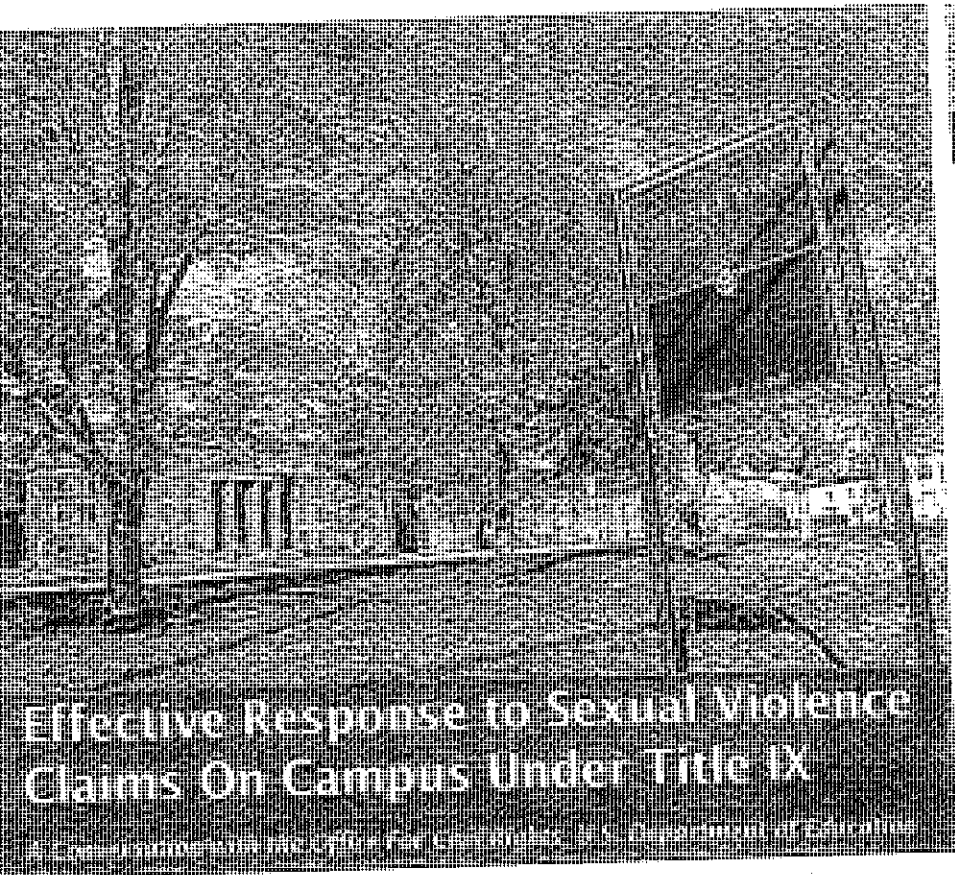
Promoting Equality and Justice for all People

**AFFIRMATIVE ACTION REGULATIONS
TRAINING
June 2015**

AGENDA

8:45-9:15	Registration	Patrick Kilby
9:15-9:30	Welcome and Introductions	Tanya Hughes Executive Director
9:30- 9:45	Affirmative Action Survey	Dan Sears, BEST
9:45-10:00	Statutory Authority Electronic Filing	Valerie Kennedy
10:00-10:30	Required Element of the Plan Policy Statement, Internal Communication	Neva Vigezzi
10:30-10:45	Break	
10:45-11:15	External Communication and Recruitment Strategies Assignment of Responsibility And Monitoring	Neva Vigezzi
11:15-11:45	Organizational Analysis Workforce Analysis	Valerie Kennedy
11:45-12:15	Availability Analysis	Valerie Kennedy
12:15-12:45	Lunch	
12:45-1:15	Utilization Analysis and Hiring and Promotion Goals Employment Analysis	Valerie Kennedy

1:45-2:15	Program goals Discrimination Complaint Process	Valerie Kennedy
2:15-2:45	Goals Analysis Innovative Programs Concluding Statement	Neva Vigezzi
2:45-3:00	Break	
3:00-3:15	Standard of Review	Neva Vigezzi
3:15-3:30	Good Faith Efforts Section Filing Standards Reporting Periods	Valerie Kennedy
3:30-3:45	Plan Review and Analysis Staff and CHRO Review and Transmittal Letters of Commitment	Neva Vigezzi
3:45-3:55	Certificate of Non-Compliance Cooperation with Commission	Valerie Kennedy
3:55-4:00	Wrap-Up	



Effective Response to Sexual Violence Claims On Campus Under Title IX

November 7, 2014
9:30 AM - 1:30 PM
Wesleyan University
Beckham Hall (Fayerweather)
45 Wyllys Avenue
Middletown, CT



Effective Response to Sexual Violence Claims On Campus Under Title IX

A Conversation with the Office For Civil Rights, U.S. Department of Education
November 7, 2014, 9:30 AM - 1:30 PM
Wesleyan University, Beckham Hall, 45 Wyllys Avenue, Middletown, CT

Wesleyan University and Shipman & Goodwin LLP invite you to join us for a discussion with Jane E. Lopez, Team Leader and Civil Rights Attorney for the U.S. Department of Education's Office for Civil Rights. Discussion topics will include:

- What are the trends and themes that OCR is hearing from complainants?
- What does OCR look for in terms of policies and procedures?
- What are some "best practices" for investigation and response to claims under Title IX?
- What type of technical assistance does OCR provide?
- What is OCR's process for investigation of complaints under Title IX?

This forum is complimentary, and we invite you to bring a guest or colleague. Please register by October 31st. If you invite a guest, please be sure to register your guest separately.

Lunch will be served and there will be an opportunity for discussion with forum participants during the lunch break.

Registration:

Registration and lunch are complimentary. Register online at <http://tinyurl.com/k7etbnz>.

Directions and Parking:

From I-91 South:

Follow I-91 South to Route 9 South, Exit 225 on the left toward Middletown/Old Saybrook. Bear slight right onto Exit 15, and then take a slight right onto Washington Street. Proceed .4 miles and turn left onto High Street. Turn right onto Wyllys Avenue. 45 Wyllys Avenue will be on your left.

From I-91 North:

Follow I-91 North to Route 66 East, Exit 18 toward Middlefield/Middletown. Proceed 6.6 miles and turn right onto High Street (about .1 miles past Veteran's Way). Proceed .2 miles on High Street and turn right onto Wyllys Avenue. 45 Wyllys Avenue will be on your left.

From Route 9 North:

Follow Route 9 North to Exit 15 toward CT-66W/Middletown. Follow Route 66 West about .5 mile and turn left onto High Street. Turn right onto Wyllys Avenue. 45 Wyllys Avenue will be on your left.

From Route 9 South:

Follow Route 9 South to Exit 15, and then take a slight right onto Washington Street. Proceed .4 miles and turn left onto High Street. Turn right onto Wyllys Avenue. 45 Wyllys Avenue will be on your left.

Parking: Instructions will be emailed to all registrants after registration.

Registration:

<http://tinyurl.com/k7etbnz> or scan the QR code. If you have questions, please feel free to contact office@goodwin.com or janice@goodwin.com.



Agenda

Conference Registration

9:30 - 9:45 AM

Introduction

9:45 - 10:00 AM

Antonio Farias
Chief Diversity Officer, Title IX Officer
Wesleyan University

Recent Developments in the Law and Policy

10:00 - 11:00 AM

Linda L. Yoder
Education Attorney
Shipman & Goodwin LLP

A Conversation With the Office for Civil Rights

11:00 AM - 12:30 PM

Guest Speaker: Jane E. Lopez
Team Leader/Civil Rights Attorney
U.S. Department of Education, Office for Civil Rights
Moderated by: Leander A. Dolphin
Education Attorney
Shipman & Goodwin LLP

Buffet Luncheon

12:30 - 1:30 PM

During the luncheon, there will be an opportunity for discussion with forum participants about the challenges and issues facing colleges and universities in regards to this important topic.

Closing Remarks

1:30 PM



D'Agostino, Nic. (Diversity and Equity)

From: Amanda Tarczynski <amanda@atixa.org>
Sent: Friday, July 10, 2015 11:44 AM
To: Amanda Tarczynski
Subject: Confirmation and Materials: Civil Rights Investigator Level Two Certification Course in New Britain, CT

Good morning,

Thank you for planning to attend our upcoming **Civil Rights Investigator Level Two Certification Course** hosted by Central Connecticut State University. The training will be held on **Wednesday, July 15th, and Thursday, July 16th, in Alumni Hall, located in the Student Center at Central Connecticut State University in New Britain, CT. Training is 9am to 5pm each day. Your presenter is Sandra K. Schuster, J.D. We extend our thanks to your hosts at Central Connecticut State University for generously providing accommodations and amenities for this training event!**

Course Materials

Course materials can be accessed online at the [Central Connecticut State University Materials Page](#). The page will prompt you for a password in a single field (this is not the username and password members boxes in the upper right-hand corner); password is ATIXA@CCSU (our password feature is case sensitive; if you copy and paste this password, be sure that you do not paste an extra space at the end). If for some reason the above hyperlink does not work, copy and paste the following URL into your browser to navigate to the Training Materials page: <https://atixa.org/events/training-and-certification/civil-rights-investigator-level-two-training-at-ccsu-materials/>

Note: Hardcopies of the materials hosted on your Training Materials page will NOT be available on-site; please print or save them to your device.

Training Location

Alumni Hall, Student Center
[Central Connecticut State University](#)
1615 Stanley St.
New Britain, CT 06050
860-832-CCSU (2278)

*Please note that 1615 Stanley Street is the address of Central Connecticut State University, not for the Student Center. The parking lot closest to the training location is on Ella Grasso Boulevard (please see campus map).

Campus Map

Driving Directions

From the North (Massachusetts) Take 91 South to 84 West to Exit 39A, to Rte. 9 South. Get off Exit 29 and take a right at the end of the exit ramp onto Ella T. Grasso Boulevard. At the third traffic light, take a left into the Student Center Parking Lot and feel free to park in the garage in the event of inclement weather.

From the Southwest (Stamford/New Haven) Take 95 North to Exit 22 North to Rte. 9 North. Follow Rte. 9 North and take Exit 29, Rte. 175. At the traffic light at the end of the exit ramp, go straight and follow Fenn Road to the second traffic light, and take a left turn onto Ella T. Grasso Boulevard. At the fourth traffic light, take a left into the Student Center Parking Lot and feel free to park in the garage in the event of inclement weather.

From the Southeast (Groton/New London) Take 95 South to Rte. 9 North to Exit 29, Rte. 175. At the traffic light at the end of the exit ramp, go straight and follow Fenn Road to the second traffic light, and take a left turn onto Ella T. Grasso Boulevard. At the fourth traffic light, take a left into the Student Center Parking Lot and feel free to park in the garage in the event of inclement weather.

From the East (Hartford) Take 84 West to Exit 39A, to Rte. 9 South. Get off Exit 29 and take a right at the end of the exit ramp onto Ella T. Grasso Boulevard. At the third traffic light, take a left into the Student Center Parking Lot and feel free to park in the garage in cases of inclement weather.

From the West (Danbury/Waterbury) Take 84 East to Exit 39A, to Rte. 9 South. Get off Exit 29 and take a right at the end of the exit ramp onto Ella T. Grasso Boulevard. At the third traffic light, take a left into the Student Center Parking Lot and feel free to park in the garage in the event of inclement weather.

Parking

Free parking is available for all attendees in the Student Center Lot, Student Center Garage, and Library Lot. All of which are adjacent to the training facility.

Campus Map

Parking permits will not be necessary.

Travel

Airport(s)

• The closest airport to CCSU is [Bradley International Airport \(BDL\)](#)

Train stations – <http://amtrak.com/train-routes>

Taxi/shuttle times and rates – <http://airportshuttles.net/connecticut> or <http://theyellowcab.com/towns/new-britain>

Breakfast, Lunch & Snack Breaks

Our host campus will provide a light continental breakfast, lunch and afternoon snack break each day at Bellin Hall.

Local dining services within walking distance:

- • Tony's Central Pizza
- • Wing it On
- • Dunkin' Donuts
- • Underground-Deli
- • House of Kabob
- • Froyo
- • Subway

Attire

Attire is business casual with an emphasis on casual. Room temperatures may vary; layers are encouraged.

Electrical Outlets

If wish to use a laptop to take notes, please have your computer fully charged and consider bringing a back-up battery, as there are not enough outlets in the room for individual use. **Staff on site will not be available to provide any electrical cords or technological assistance.**

Lodging

Courtyard Marriott Hartford/Farmington

1583 Southeast Road, Farmington, Connecticut 06032

Visiting New Britain

For more information on New Britain, please click [here](#).

Certificates of Completion & Continuing Certification Credits

Certificates will be provided to attendees at the conclusion of the training via our Continuing Certification Credit system (CCC). Certificates are no longer provided as a hard copy; electronic copies are available by logging in to our CCC system. All participants will receive the appropriate Continuing Certification Credits, as offered by ATIXA through The NCHERM Group, upon completion of the course. A member of our team will be in contact with all attendees via email with instructions on accepting your certification credits 5-7 business days following the final day of the training event.

Don't hesitate to email or call me if you have any questions or last-minute concerns. Saunie is very much looking forward to working with all of you!

Best,
Amanda

—
Amanda Tarczynski, M.S.
Senior Program Coordinator
amanda@atixa.org



1109 Lancaster Ave *PLEASE NOTE NEW MAILING ADDRESS*
Berwyn, PA 19312
Tel. (610) 644-7858
Fax (610) 993-0228

www.atixa.org

D'Agostino, Nicholas (Diversity and Equity)

From: noreply@atixa.org on behalf of ATIXA.org <noreply@atixa.org>
Sent: Thursday, August 20, 2015 9:04 AM
To: D'Agostino, Nicholas (Diversity and Equity)
Subject: New ATIXA Trial Invitation

Hello,

Thank you for attending a Training and Certification Course from ATIXA! As a part of your registration, we would like to invite you to join ATIXA as a part of a FREE six-month individual trial membership. We hope you will plan to take advantage of this wonderful opportunity to become an active part of our association!

By joining and participating in ATIXA, you will become a better Title IX Coordinator, administrator and/or ally. You'll acquire tools that help to advance your institution, motivate change and implement best practices. Compliance is a best practice, but it's also an essential practice. Joining ATIXA will put you in the best possible position to meet, and even exceed, the compliance mandates of the courts and OCR. For a complete list of member benefits, take a look at our [Membership Information & Registration sheet](#).

Your trial membership promotion will begin today and expire on 02/20/2016. Should you wish to take advantage of our trial membership immediately, please complete [our set up and activation process](#).

If the above link does not work, please copy the following into the address bar of your preferred browser.
<http://atixa.org/join/activate-trial/?trial=TRM55d5d03c0a7f54-44421268>

Please note that this invitation is good for the duration of time listed above, a one-time offering only and is non-transferrable. Should you not wish to move forward with the trial membership sign-up process prior to the expiration date listed above, the invitation will no longer be available to you.

We hope you take advantage of the resources and services available to you as part of the 6-month trial membership. If you are ready to join ATIXA on an annual membership basis, either at an individual, institutional or Super Member level, more information on membership and pricing can be found at <https://atixa.org/join/>.

Our staff is ready to address any inquiries or needs you may have, so please do not hesitate to contact us.

Regards,
The ATIXA Team
members@atixa.org
1109 Lancaster Avenue
Berwyn, PA 19312
Phone: 6447858
Fax: 9930228
www.atixa.org

Central Connecticut State University invites applications for a full-time Chief of Police in the University Police Department. The Chief of Police reports to and consults with the Chief Administrative Officer. The successful candidate will be responsible for directing a campus-wide program of police and public safety to provide for the safety and quality of campus life for students, faculty, staff and visitors to the University. Candidates are expected to be committed to multiculturalism and working with a diverse community. The Chief of Police responds to emergency situations and is expected to work on evenings and weekends as the situation warrants. The candidate must come to the job with a reputation for honesty, candor and high ethical conduct. The Chief of Police duties include:

- Oversees and directs all University police functions. Develops and implements plans and programs for the University Police Department that provide for the protection of people and property while preserving the rights of the campus population.
- Oversees and coordinates, as appropriate, the enforcement of university policies and regulations with regard to alcohol/drugs, housing, student rights and responsibilities, parking and traffic, etc., while maintaining compliance with State and Federal statutes and regulations.
- Directs supervision of supervisory staff and indirect supervision of all other department personnel.
- Takes command at the scene of emergency situations and assists police supervisors in determining proper course of action.
- Supervises criminal and other police investigations.
- Plans, develops and coordinates a crisis prevention/community relations/community polling program and supervises its activities.
- Develops and makes recommendations regarding policies and procedures to keep pace with changing developments in the field. Ensures the University's Workplace Violence Prevention policy is maintained and updated in conjunction with the State and Board of Regents policy.
- Maintains close liaison with local, State and Federal law enforcement agencies.
- Performs personnel management including selection, hiring, placement and discipline of assigned staff, as well as providing for their continued training and development.
- Engages in activities that will enhance professional growth and performance of job responsibilities through involvement with local, regional and national affiliations.
- Compiles, interprets, and distributes statistical and other data related to the campus police services and activities, including State and Federal crime reporting programs.
- Administers the enforcement of parking rules and regulations and develops systems for effective parking and traffic control.
- Coordinates and supervises police arrangements for special events and circumstances.
- Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree.
- Ten years of experience as a sworn in law enforcement officer—six of these years must have been in a command/supervisory capacity of law enforcement officers.
- Demonstrated familiarity with laws affecting public safety in Connecticut and their application to protecting life and property, while preserving individual constitutional rights.
- Demonstrated ability to direct the work of police and security staff and to take on-scene command of emergency situations.
- Considerable knowledge of police investigative procedures including laws of arrest, search and seizure and preservation of evidence.
- Ability to develop and manage a budget.
- Knowledge of current uses of technology and expanding uses of data in law enforcement.
- Demonstrated excellent oral and written communication skills.

- Prior to appointment, must successfully complete a law enforcement background investigation.

The Chief of Police is a commissioned peace officer and must meet all standards established by the Connecticut P.O.S.T. Council.

Preferred Qualifications:

- Master's degree.
- Understanding of the diverse academic, socioeconomic, cultural and ethnic backgrounds in a University community.
- Ability to establish and maintain cooperative relationships with the campus community.
- Experience working as a police officer in an urban community.

Equivalent combination of training and experience may be considered.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at www.ccsu.edu.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by July 29, 2013. Salary is commensurate with education and experience. To begin the application process, click on the **Apply Now** button and submit the following:

- Letter of interest addressing qualifications for the position;
- Current resume; and,
- Names of three current professional references with mail and email addresses, and phone numbers.

For more information, contact Rene Karas at (860) 832-3387 or karasr@ccsu.edu.

Please make sure your Social Security Number is not listed on any documents submitted. Redact any personally identifiable information.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Header:

Dean, School of Business (C15-006)

Institution: Central Connecticut State University
 Location: Box 5340, CT
 Building: Economic Services Building
 Phone: 860.332.1111
 Application Due: 09/30/2013
 Type: Full-time



Required Qualifications:

- Bachelor's degree in business administration or a related field.
- Minimum of 10 years of experience in a supervisory or managerial position in a business setting.
- Ability to manage a budget and oversee financial operations.
- Strong communication and interpersonal skills.

Preferred Qualifications:

- Master's degree in business administration or a related field.
- Experience in higher education or a similar environment.
- Knowledge of current trends in business and technology.
- Ability to work independently and as part of a team.

The University of Connecticut is an equal opportunity institution. All qualified applicants should send their resumes and cover letters to the attention of the Dean, School of Business, Central Connecticut State University, Box 5340, New Britain, CT 06110.

Application Information:

CC State University
 School of Business
 5340 Main Building
 New Britain, CT 06110
 Phone: 860.332.1111



Back to Opportunity Management Overview of [C15-006] - Dean, School of Business

Position Information:

Category: Management/Confidential
 Date Rec'd: 07/24/13
 Contact Person: Rene Karas
 Email: karasr@ccsu.edu

Job Description:

The Dean of the School of Business (SOB) is the chief executive officer of the school and is responsible for the overall management and operation of the school. The Dean reports to the President and the Board of Regents. The Dean is responsible for the development and implementation of the school's strategic plan, the recruitment and retention of faculty and staff, and the management of the school's budget. The Dean is also responsible for the school's public relations and for representing the school at various forums.

Preferred Qualifications:

- Doctorate in business administration or a related field.
- Minimum of 15 years of experience in a supervisory or managerial position in a business setting.
- Strong communication and interpersonal skills.
- Ability to manage a budget and oversee financial operations.

The University of Connecticut is an equal opportunity institution. All qualified applicants should send their resumes and cover letters to the attention of the Dean, School of Business, Central Connecticut State University, Box 5340, New Britain, CT 06110.

CENTER FOR INTERNATIONAL EDUCATION: DIRECTOR [#C14-033]

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline December 02, 2013
Date Posted November 15, 2013
Type Administrative
Salary Not specified

Employment Type Full-time

Central Connecticut State University invites applications for a full-time *Director* of the Center for International Education (CIE). Reporting to the Provost & Vice President for Academic Affairs, the Director is responsible for developing, administering and promoting international education as a distinctive and prominent dimension of the University's mission consistent with the University's designation as a Center for Excellence in international education. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Masters degree in a related field;
- Six (6) years of international experience relevant to the CIE position;
- Leadership and/or management experience in an institution of higher education;

- Experience with developing and directing international education programs such as SEVIS, study abroad, linkage agreements, exchange and IELP programs;
- Experience with facilitating and communicating with diverse groups of students, staff, faculty and external constituencies; and,
- Commitment to international education

Equivalent combination of training and experience may be considered.

Preferred Qualifications:

- Doctoral degree;
- Demonstrated supervisory, budgetary, fiscal and administrative experience;
- Strong communication and intercultural skills;
- Proficiency in a language other than English;
- Experience working in a multicultural/multiethnic environment; and,
- Demonstrated ability in external fundraising.

For full consideration, applications must be received by **December 2, 2013**. For further information and to begin the application process, go to www.ccsn.edu/jobs

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Job Search

BIOMOLECULAR SCIENCES: ASSISTANT/ASSOCIATE PROFESSOR [#C14-043]

Central Connecticut State University in Connecticut

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- [Print](#)

Deadline February 10, 2014
Date Posted January 2, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

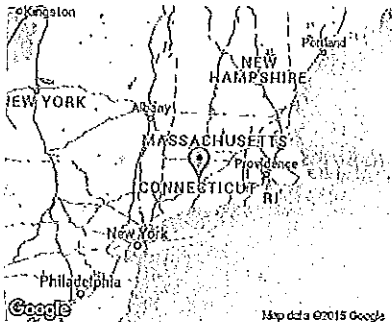
Central Connecticut State University's Department of Biomolecular Sciences seeks applications for a full-time, tenure-track Assistant Professor who will use cellular and molecular approaches to study problems in biology. The position emphasizes excellence in teaching with a desire and ability to mentor undergraduate and masters level graduate students in productive independent research experiences.

Required Qualifications:

- Ph.D. in molecular biology or a related field;
- Teaching experience;
- Excellent communication skills;

<https://www.ccsu.edu/jobs/000081321-01>

BIOMOLECULAR SCIENCES: ASSISTANT/ASSOCIATE PROFESSOR [#C14-043] | Vitae



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[Central Connecticut State University](#)

• [FINANCE: ASSISTANT/ASSOCIATE PROFESSOR \[#C15-078\]](#)

[Central Connecticut State University](#)

• [SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR \[#C16-006\]](#)

[Central Connecticut State University](#)

• [ACCOUNTING: ASSISTANT/ASSOCIATE](#)

- Demonstrated ability for creative research; and,
- Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications:

- Experience teaching and mentoring students in both classroom and laboratory settings at the undergraduate and/or masters level; and,
- A proposed research program appropriate for our students and facilities.

For full consideration, applications must be received by **February 10, 2014**. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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<https://chronicle/vitae.com/jobs/000081321-01>

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1/12/2015

BIOMOLECULAR SCIENCES: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072] | Vitae

[PROFESSOR \[#C15-072\]](#)

[Central Connecticut State University](#)

How To Apply

You can apply for this position online at <http://www.ccsu.edu/jobs>

Job Search

EDUCATIONAL LEADERSHIP: ASSISTANT/ASSOCIATE PROFESSOR (Higher Education Specialization) [#C14-057]

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline January 30, 2014
Date Posted December 26, 2013
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Department of Educational Leadership and Instructional Technology seeks a faculty member to help develop a new Ed.D. in Higher Education Leadership.

Required Qualifications:

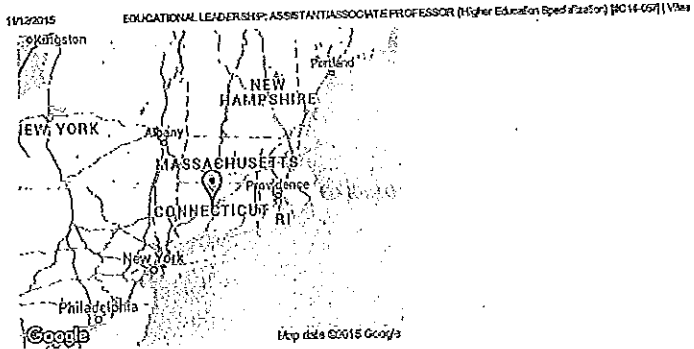
- Doctorate in higher education administration or closely allied discipline with specialization in higher education documented by coursework and scholarship;
- A record of excellence in teaching, research, service, and professional

- participation;
- Expertise appropriate for doctoral level teaching in one or more of the following areas: (1) Quantitative methods applied to institutional research, evaluation, and/or assessment; (2) Leadership in universities and community colleges; (3) Higher education policy; and, (4) Student learning and academic persistence in higher education;
- Work experience and/or research that focuses on higher education; and,
- Commitment to serving a culturally and ethnically diverse student body.

For full consideration, applications must be received by **January 30, 2014**. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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<http://chronicle.com/jobs/000613437-01>



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- **JOURNALISM: ASSISTANT PROFESSOR [#C16-007]**
Central Connecticut State University
- **FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]**
Central Connecticut State University
- **SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]**
Central Connecticut State University
- **ACCOUNTING: ASSISTANT/ASSOCIATE**

<http://chronicle.com/jobs/000613437-01>

PROFESSOR [#C15-072]

Central Connecticut State University

How To Apply

You can apply for this position online at <http://www.ccsu.edu/jobs>

ROBOTICS & MECHATRONICS: ASSISTANT/ASSOCIATE PROFESSOR [#C15-014]

Central Connecticut State University in Connecticut

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Deadline January 19, 2015
Date Posted December 16, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Robotics and Mechatronics Engineering Technology (RMET) program invites applications for a full-time tenure-track position beginning Fall 2015. This position is open at the Assistant professor level; however, applicants with exceptional qualifications and teaching experience may be considered at the Associate Professor level. Candidates are expected to be committed to multiculturalism and to working with a diverse student body.

Required Qualifications:

- BS in Mechanical Engineering, Electro Mechanical Engineering or closely related field
- Ph.D. in Engineering or a closely related field by the date of appointment
- Exceptional background and experience in Machine Design, Mechanism of

Automation, Control Systems

- Two years of relevant full-time industrial experience in the related areas
- Commitment to serving a cultural diverse student body
- Excellent oral and written communication, and presentation skills

Preferred Qualifications:

- Teaching experience in ABET accredited engineering or engineering technology programs
- A strong commitment to excellence in teaching and a commitment to constant improvement of teaching methods and skills
- Expertise and experience to teach a broad range of courses, including but not limited to: System Engineering, CAD and Thermofluids
- Demonstrated record of outstanding teaching, scholarly activities, advising, service
- Experience in developing and/or maintaining laboratories
- Experience working with industry and both undergraduate and graduate students in applied research with record of successful external funding
- A professional engineering license or ISA certification

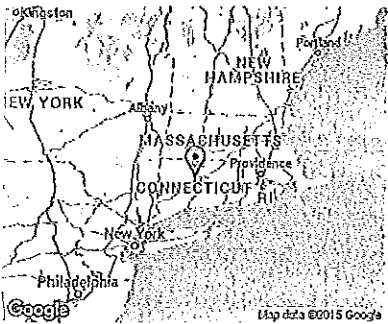
For full consideration, applications must be received by **January 19, 2015**. For more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=114>

Required Qualifications:

- BS in Mechanical Engineering, Electro Mechanical Engineering or closely related field
- Ph.D. in Engineering or a closely related field by the date of appointment
- Exceptional background and experience in Machine Design, Mechanism of

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CHIEF INFORMATION OFFICER

Central Connecticut State University

JOURNALISM: ASSISTANT PROFESSOR [#C16-007]

Central Connecticut State University

FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]

Central Connecticut State University

SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]

Central Connecticut State University

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]

Central Connecticut State University

How To Apply

You can apply for this position online at <http://hrat.ccsn.edu/index.php?job=114>

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Central Connecticut State University

New Britain, Connecticut 06500
United States
(CT15-014)

Categories

- Engineering : Industrial & Manufacturing Engineering (10)
Engineering : Other Engineering (10)
Engineering : Mechanical Engineering (16)
Vocational & Technical : Electronics (5)
Sciences : Computer Science (32)

Detailed Job Description

Central Connecticut State University's Robotics and Mechatronics Engineering Technology (RMET) program invites applications for a full-time tenure-track position beginning fall 2015. This position is open at the Assistant Professor level; however, applicants with exceptional qualifications and teaching experience may be considered at the Associate Professor level. Candidates are expected to be committed to multiculturalism and to working with a diverse student body. The successful candidate is expected to:

- Develop and teach a variety of engineering technology courses focusing on robotics or mechanical engineering
Independently develop and run associated hands-on laboratory exercises
Mentor undergraduate and graduate student research in the Robotics and Mechatronics Engineering Technology
Actively engage in scholarly activity
Develop and maintain an applied research agenda
Participate in assessment activities for ABET accredited programs
Participate in service activities for the University, local community and professional organizations

Required Qualifications:

- BS in Mechanical Engineering, Electro Mechanical Engineering or closely related field
Ph.D. in Engineering or a closely related field by the date of appointment
Exceptional background and experience in Machine Design, Mechanism of Automation, Control Systems
Two years of relevant full-time industrial experience in the related areas
Commitment to serving a culturally diverse student body
Excellent oral and written communication, and presentation skills

Preferred Qualifications:

- Teaching experience in ABET accredited engineering or engineering technology programs
A strong commitment to excellence in teaching and a commitment to constant improvement of teaching methods and skills

- Expertise and experience to teach a broad range of courses, including but not limited to: System Engineering, CAD and Thermofluids
Demonstrated record of outstanding teaching, scholarly activities, advising, service
Experience in developing and/or maintaining laboratories
Experience working with industry and both undergraduate and graduate students in applied research with record of successful external funding
A professional engineering license or ISA certification

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Application and Appointment: For full consideration, applications must be received by January 19, 2015. Salary and rank are commensurate with education and experience. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now and electronically submit the following in a single file and in the order given below:

- Letter of Interest addressing qualifications for the position
Current curriculum vitae
Concise statements of teaching philosophy and research interests (two pages maximum)
Names of three current professional references with addresses, email addresses and telephone numbers
Unofficial transcripts
ASD candidates, include a letter from thesis advisor stating anticipated date of completion

Emailed or mailed copies will not be accepted; incomplete applications will not be considered. For information, contact Dr. Ravindra Thamma, Search Committee Chair, rthammara@ccsu.edu. Please make sure your Social Security Number is not listed on any documents submitted.

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Keyword Phrases

Automation
Robotics
Controls
Mechatronics
Machine Design

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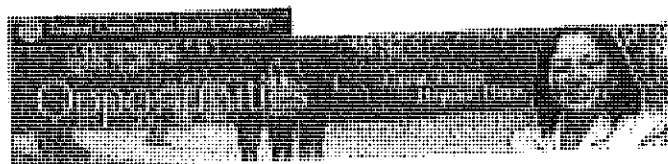
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Table with 2 columns: Field and Value. Fields include Employment Type, Degree Required, Experience, Level of Job, Type of Faculty, Salary, Type of School, and Application Requirements.

CCSU HR Applicant Tracking System



Back to Opportunities
Faculty
[014-077] - School Of Business (Accounting & Business Analytics) Assistant/Associate Professor

Position Information
Category: Instructional Faculty
Date Open: 2/16/15
Contact Person: Dr. Margaret Mitchell
Phone: (860) 839-3297

- Required Qualifications
Ph.D. or M.S. in Accounting, Finance, Management, Management Information Systems, Marketing or a closely related discipline
Established or emerging record of scholarly activity
Evidence of communication, interpersonal, and oral writing skills
Commitment to teaching, scholarly, and high-quality diverse instruction

- Preferred Qualifications
Ph.D. or M.S. with an emphasis on ANCES accredited business school
Applied research experience in teaching or business analysis
Relevant business experience

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Application & Appointment: For full consideration, applications must be received by April 19, 2015. To begin the application process, click on the Apply Now button and click on the link:

- Letter of Interest addressing qualifications for the position, including the individual's primary focus (teaching or business analysis)
Current curriculum vitae
Names of three current professional references with addresses and phone numbers and
Unofficial transcripts (with grade reports)
ASD candidates include a letter from thesis advisor stating anticipated date of completion

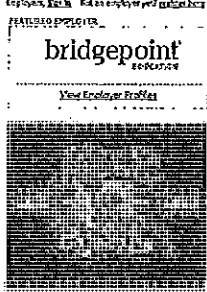
No e-mailed or mailed copies will be accepted. Please include any personally identifiable information (e.g., Social Security Number) on PDF documents submitted.

For more information, contact Dr. Margaret Mitchell at mitchell@ccsu.edu or (860) 839-3297, TTY text: 860-839-3297.

CCSU is an affirmative action and equal opportunity employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

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Central Connecticut State University
Location: New Britain, CT 06110
Job Type: Faculty
Job ID: 14017191

Created On: 3/16/2014
Posted On: 3/17/2014

SCHOOL OF BUSINESS: ASST/ASSOC PROFESSOR #C14-077

Central Connecticut State University's Business School invites applications for two (2) full-time, tenure-track positions. One position focuses on Accounting and the other focuses on Business Analytics.

Primary responsibilities for both positions are in the Master of Business Administration Program. The ideal candidate will be able to teach master's level courses in Accounting or Business Analytics, in addition to undergraduate courses in one of the Business School departments (Accounting, Finance, Management, Management Information Systems or Marketing).

The successful candidate will teach graduate and undergraduate courses and contribute actively and effectively to student growth, service, and scholarship. The primary responsibility of the position is teaching; however, research and service to the department and university also are required. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. or DBA in Accounting, Finance, Management, Management Information Systems, Marketing, or a closely related discipline (Completion of Ph.D. or DBA by December 31, 2014 required);
- Established or emerging record of scholarly activity;
- Evidence of communication (interpersonal, oral and written) skills; and
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Ph.D. or DBA from a university with an AACSB accredited Business School;
- Specific qualifications related to accounting or business analytics;
- University teaching experience; and,
- Relevant business experience.

For full consideration, applications must be received by April 30, 2014. To begin the application process, go to www.ccsu.edu/jobs.

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Characteristics

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bs.diversejobs.net/job/ct/new-britain/school-of-business-asst-assoc-professor-c14-077... 5/2/2014

The primary responsibility of the position is teaching; however, research and service to the department and university also are required. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. or DBA in Accounting, Finance, Management, Management Information Systems, Marketing, or a closely related discipline (Completion of Ph.D. or DBA by December 31, 2014 required);
- Established or emerging record of scholarly activity;
- Evidence of communication (interpersonal, oral and written) skills; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Ph.D. or DBA from a university with an AACSB accredited Business School;
- Specific qualifications related to accounting or business analytics;
- University teaching experience; and,
- Relevant business experience.

For full consideration, applications must be received by April 30, 2014. To begin the application process, go to www.ccsu.edu/jobs.

SCHOOL OF BUSINESS: ASSISTANT/ASSOCIATE PROFESSOR [#C14-077]

Central Connecticut State University in Connecticut

- Save
- Print

Deadline April 30, 2014

Date Posted April 7, 2014

Type Tenured, tenure track

Salary Not specified

Employment Type Full-time

Central Connecticut State University's Business School invites applications for two (2) full-time, tenure-track positions. One position focuses on Accounting, and the other focuses on Business Analytics.

Primary responsibilities for both positions are in the Master of Business Administration Program. The ideal candidate will be able to teach masters level courses in Accounting or Business Analytics, in addition to undergraduate courses in one of the Business School departments (Accounting, Finance, Management, Management Information Systems or Marketing).

The successful candidate will teach graduate and undergraduate courses and contribute actively and effectively to student growth, service, and scholarship.

4/22/2014

HigherEdJobs

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Search Jobs	My HigherEdJobs	Career Tools	Company	Salary	Postings	Postings	Postings	Postings	Postings

School of Business: Assistant/Associate Professor [#C14-077]

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Position: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Business - Information Systems and Technology
 Faculty - Business - Finance
Posted: 04/07/2014
Application Due: 04/30/2014
Type: Full Time
Salary: \$67,833 to \$95,741 USD Per Year

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Central Connecticut State University's Business School invites applications for two (2) full-time, tenure-track positions. One position focuses on Accounting, and the other focuses on Business Analytics.

Primary responsibilities for both positions are in the Master of Business Administration Program. The ideal candidate will be able to teach master's level courses in Accounting or Business Analytics, in addition to undergraduate courses in one of the Business School departments (Accounting, Finance, Management, Management Information Systems or Marketing).

The successful candidate will teach graduate and undergraduate courses and contribute actively and effectively to student growth, service, and scholarship. The primary responsibility of the position is teaching; however, research and service to the department and university also are required. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. or DBA in Accounting, Finance, Management, Management Information Systems, Marketing, or a closely related discipline (Completion of Ph.D. or DBA by December 31, 2014 required);
- Established or emerging record of scholarly activity;
- Evidence of communication (interpersonal, oral and written) skills; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Ph.D. or DBA from a university with an AACSB accredited Business School;
- Specific qualifications related to accounting or business analytics;
- University teaching experience; and,
- Relevant business experience.

For full consideration, applications must be received by April 30, 2014. To begin the application process, go to www.ccsu.edu/jobs.

Application Information

Contact: Dr. Margaret Mitchell
 Search Committee Chair
 Central Connecticut State University
Online App. Form: www.ccsu.edu/jobs

More Information on Central Connecticut State University

- Find a School Profile
- Contact Us
- Central Connecticut State University on HigherEdJobs
- CCSU Home Page
- CCSU Job Postings
- State of Connecticut

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Back to Open Jobs
Central Connecticut State University
#C15-051 - Geography: Assistant/Associate Professor (Tourism/Hospitality)

Position Information

Category: Instructional Faculty
Date Posted: 12/11/2014
Contact Person: Dr. Richard Rerfeld
Email: rerfeld@ccsu.edu

Job Description

Central Connecticut State University's Geography Department invites applications for a tenure-track Assistant or Associate Professor in Tourism and Hospitality Studies beginning August 2015. Responsibilities include teaching introductory and upper level courses in Tourism and Hospitality. The candidate is expected to play a key role in the administration of our Tourism & Hospitality Studies program including supervision of interns, advising students, and contributing to our growing outreach activities with the local and regional tourism and hospitality industry. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Additional responsibilities include an active program of research and publication are expected.

Required Qualifications

- Ph.D. in Tourism, Hospitality, Geography or allied field (ABD will be considered at the instructor rank)
- Teaching experience in Hospitality, Tourism and/or Geography
- Ability to teach introductory and advanced level courses in hospitality studies
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Practical/outreach experience in tourism and hospitality
- Demonstrate potential for excellence in teaching and research
- Teaching or research in sustainable systems/processes in THS

The Geography Department The CCSSU Geography Department provides support in environmental studies, GIS, planning, regional studies, and tourism and hospitality. The geography department is the largest in New England with approximately 200 undergraduate students and 50 graduate students. The graduate program offers two degree options: a Master of Science in Geography and a Master of Science in Geography with a specialization in Travel and Hospitality.

The University CCSSU is one of four state universities with the Board of Regents for Higher Education. Central Connecticut State University is a member of the Board of Regents for Higher Education. The Board of Regents for Higher Education is a governing body for the state's public higher education system. The Board of Regents for Higher Education is composed of representatives from the four state universities and the Board of Regents for Higher Education. The Board of Regents for Higher Education is responsible for the overall governance of the state's public higher education system.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, minority, women and persons with disabilities are invited and encouraged to apply.

Application & Appointment: For full consideration, applications must be received by January 16, 2015. Salary and rank are a consequence of qualifications and experience. To begin the application process, click on the Apply Now button and submit the following:

- Letter of interest including the qualifications for the position, reference Search Number: #C15-051
- Current curriculum vitae
- Names of three current professional references with addresses, email addresses and telephone numbers
- Unofficial transcripts
- Evidence of teaching ability, may include sample syllabi and assignments, student evaluations, letters of recommendation, evidence of teaching
- Practical degree in field of application, a letter from a state or federal authority regarding date of completion in required field

Enclosed or e-mailed copies will not be accepted. Please make sure your Social Security Number is not listed on any documents submitted.

Questions may be directed to Dr. Richard Rerfeld, Search Committee Chair, at rerfeld@ccsu.edu or Dr. Cynthia Foy, Department Chair, at cfoyd@ccsu.edu.

Central Connecticut State University 2015 HR Human Resources - Job Applicant Tracking System

http://hrat.ccsu.edu/index.php?job=108

12/12/2014

GEOGRAPHY: ASSISTANT/ASSOCIATE PROFESSOR (Tourism/Hospitality) (#C15-... Page 1 of 4

Job Search Results

GEOGRAPHY: ASSISTANT/ASSOCIATE PROFESSOR (Tourism/Hospitality) (#C15-051)

Central Connecticut State University in Connecticut

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Deadline January 16, 2015
Date Posted December 11, 2014
Type Tenured, tenure track
Salary Not specified
Employment Type Full-time

Central Connecticut State University's Geography Department invites applications for a tenure-track Assistant or Associate Professor in Tourism and Hospitality Studies beginning August 2015. Responsibilities include teaching introductory and upper level courses in Tourism and Hospitality. The candidate is expected to play a key role in the administration of our Tourism & Hospitality Studies program including supervision of interns, advising students, and contributing to our growing outreach activities with the local and regional tourism and hospitality industry. Candidates are expected to be committed to multiculturalism and working with a diverse student body. A strong commitment to teaching and an active program of research and publication are expected.

Required Qualifications:

12/12/2014

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C15-051

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 Central Connecticut State University
 Location: New Britain, CT 06103
 Job Type: Faculty
 Job Number: 015014
 Posted on: 12/11/2014

GEOGRAPHY ASST/ASSOC PROFESSOR (Tourism)

Central Connecticut State University's Geography Department invites applications for a tenure-track Assistant or Associate Professor in Tourism and Hospitality Studies beginning August 2015. Responsibilities include teaching introductory and upper level courses in Tourism and Hospitality. The candidate is expected to play a key role in the administration of our Tourism & Hospitality Studies program including supervision of interns, advising students, and contributing to our growing outreach activities with the local and regional tourism and hospitality industry. Candidates are expected to be committed to multiculturalism and working with a diverse student body. A strong commitment to teaching and an active program of research and publication are expected.

Required Qualifications

- Ph.D. in Tourism, Hospitality, Geography or allied field (ABD will be considered at the instructor rank)
- Teaching experience in Hospitality, Tourism and/or Geography
- Ability to teach introductory and advanced level courses in hospitality studies
- Commitment to serving a culturally diverse student body

Preferred Qualifications

- Practical/outreach experience in tourism and hospitality
- Demonstrate potential for excellence in teaching and research
- Teaching or research in sustainable systems/processes in THS

For full consideration, applications must be received by January 16, 2015. For more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=108>

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GEOGRAPHY: ASSISTANT/ASSOCIATE PROFESSOR (Tourism/Hospitality) (#C15-... Page 2 of 4

- Ph.D. in, Tourism, Hospitality, Geography or allied field (ABD will be considered at the instructor rank)
- Teaching experience in Hospitality, Tourism and/or Geography
- Ability to teach introductory and advanced level courses in hospitality studies
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

- Practical/outreach experience in tourism and hospitality
- Demonstrate potential for excellence in teaching and research
- Teaching or research of sustainable systems/processes in THS

For full consideration, applications must be received by January 16, 2015. For more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=108>

CCSU is an affirmative action and equal opportunity employer

http://hrat.ccsu.edu/index.php?job=108

12/12/2014

Geography, Assistant/Associate Professor (Tourism/Hospitality) (#C15-051)

State: CT (18 23) 13

Location: Central Connecticut State University
Address: New Britain, CT
Category: Faculty - Education - Geography
Faculty: Faculty - Vocational & Technical - Tourism
Postcode: 06110-0514
Application Date: 01/12/2015
Type: Full Time

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Central Connecticut State University's Geography Department invites applications for a tenure-track Assistant or Associate Professor in Tourism and Hospitality Studies beginning August 2015. Responsibilities include teaching introductory and upper-level courses in Tourism and Hospitality. The candidate is expected to play a key role in the administration of our Tourism & Hospitality Studies program including supervision of interns, advising students, and contributing to our growing outreach activities with the local and regional tourism and hospitality industry. Candidates are expected to be committed to publications and working with a diverse student body. A strong commitment to teaching and an active program of research and publications are expected.



Required Qualifications:

- Ph.D. in Tourism, Hospitality, Geography or related field (ASO will be considered at the discretion of the search committee)
- Teaching expertise in Hospitality, Tourism and/or Geography
- Ability to teach introductory and advanced level courses in Hospitality studies
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

- Proven track record in teaching and hospitality
- Demonstrated potential for excellence in teaching and research
- Teaching or research of statewide or national processes in TMS

For full consideration, applications must be received by January 18, 2015. For more information and to begin the application process, go to <http://www.ccsu.edu/education/0514>

Application Information

Contact: Dr. Richard Barfield
Search Committee Chair
Central Connecticut State University
Online App Form: <http://www.ccsu.edu/education/0514>

More Information on Central Connecticut State University

Historical Profile
Current rankings for Central Connecticut State University on HigherEdJobs
CCSU Home Page
CCSU Education web page
State of CT web page

CCSU is an equal opportunity and affirmative action employer. Members of all backgrounds and groups, women, minorities and persons with disabilities are invited to apply.

State of Connecticut (0514) (0514) (0514) (0514) (0514) (0514) (0514) (0514) (0514) (0514)

Counseling & Family Therapy: Assistant/Associate Professor [#614-017]

Position Deleted on 11/16/2013. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Education - Counselor Education
Posted:	10/07/2013
Application Due:	11/14/2013
Type:	Full Time
Salary:	\$57,930 to \$95,791 USD Per Year

COUNSELING & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [#614-017]

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time, tenure-track position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
- Experience in K-12 school counseling;
- Demonstrated commitment to excellence in teaching;
- Expertise in counselor training and supervision;
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
- Demonstrate experience or potential for research and scholarship;
- Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful teaching experience in higher education;
- Demonstrated experience for mentoring and supervising graduate students;
- Graduate from a CACREP accredited program.

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<https://www.higheredjobs.com/Details.cfm?JobCode=175509653&Title=COUNSELING%20%26%20FAMILY%20THERAPY%3A%20ASSISTANT%20FASO...>

2013 - Counseling & Family Therapy: Assistant/Associate Professor [#614-017], Central Connecticut State University, United States | scholarshipfund

10/20/2013 - Counseling & Family Therapy: Assistant/Associate Professor [#614-017], Central Connecticut State University, United States | scholarshipfund
Search Committee Chair, at laltc@ccsu.edu.

COUNSELING & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [#614-017]

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time, tenure-track position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
- Experience in K-12 school counseling;
- Demonstrated commitment to excellence in teaching;
- Expertise in counselor training and supervision;
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
- Demonstrate experience or potential for research and scholarship;
- Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful teaching experience in higher education;
- Demonstrated experience for mentoring and supervising graduate students;
- Graduate from a CACREP accredited program.

The University: CCSU is one of four universities in the Connecticut State University System. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,600 undergraduates, and 2,700 graduates. CCSU is richly diverse; more than 20 percent of students are of traditional minority heritage. Visit our web site at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of culture opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres, and an extensive park system. The University is approximately 2 hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by November 14, 2013. Salary and rank are commensurate with education and experience. To begin the application process, click on the Apply Now button and submit the following in one file:

- Letter of interest addressing qualifications for the position;
 - Current curriculum vitae;
 - Names of three current professional references with mail and email addresses, and phone numbers; and,
 - Unofficial transcripts.
- For ABD candidates, letter from thesis advisor stating anticipated date of completion.

References will be contacted prior to on-campus interviews. For more information, contact Dr. Connie Tait,

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Central Connecticut State University
1605 State Row Bldg, CT 06203
203 Type: Regular
Job #42334274

Document ID: 42334274
Posted on: 11/14/2013

Nursing Assistant/Associate Prof [#C14-019]

NURSING ASSISTANT/ASSOCIATE PROFESSOR (#C14-019)

Central Connecticut State University Department of Nursing invites applications for a full-time tenure-track position beginning Fall 2014.

Required Qualifications: Master's degree in nursing and, commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications: Some recent nursing teaching experience along with recent clinical experience, dedication to nursing or a related challenging specialty for Connecticut RN and/or APRN licensure and, experience in medical-surgical nursing.

For full consideration, applications must be received by November 14, 2013. To begin the application process, go to www.ccsu.edu/jobs.

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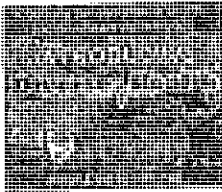
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English: Assistant/Associate Professor [#C14-022]

Position Deleted on 11/23/2013. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Liberal Arts - English and Literature
Posted:	10/02/2013
Application Due:	11/22/2013
Type:	Full Time
Salary:	\$56,243 to \$93,001 USD Per Year

ENGLISH ASSISTANT/ASSOCIATE PROFESSOR (#C14-022)

The Department of English at Central Connecticut State University seeks to fill a tenure-track Assistant or Associate Professor to direct and teach the department's composition program.

Required Qualifications:

- PhD in Composition and Rhetoric or related field by date of appointment;
- Minimum of two years of full-time college-level experience teaching writing;
- Minimum of one year of full-time experience (or equivalent) in college writing program administration
- Evidence of scholarship in the field;
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Experience directing a college writing program;
- Experience developing and implementing curricular goals;
- Experience training and supervising writing faculty, particularly adjunct/part-time faculty;
- Familiarity with college-level administration and ability to work with other departments and offices;
- Knowledge of and participation in national scholarly conversation on field of composition;
- Desired secondary specializations include: digital writing/iteracy; writing education (grades 8-12); professional writing; ESL/ESOL.

Application & Appointment: For full consideration, applications must be received by November 22, 2013. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

ENGLISH: ASSISTANT/ASSOCIATE PROFESSOR [6C14-022]

The Department of English at Central Connecticut State University seeks to fill a tenure-track position at the Associate or Assistant Professor level to direct and teach in the department's composition program. Responsibilities include taking a leadership role in concert with the Chair and Developmental Writing Specialist in developing and overseeing curriculum, placement, and assessment, and managing faculty training and evaluation, for a program that offers 40-45 sections of developmental and first-year writing each semester. Additional responsibilities include publication, student advising, and other service to the department and university. Opportunities to teach courses outside the writing program exist as well. We are particularly interested in hiring a faculty member with an active scholarly agenda in writing theory and practice at the college level. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- PhD in Composition and Rhetoric or related field by date of appointment;
- Minimum of two years of full-time college-level experience teaching writing;
- Minimum of one year of full-time experience (or equivalent) in college writing program administration;
- Evidence of scholarship in the field;
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Experience directing a college writing program;
- Experience developing and implementing curricular goals;
- Experience training and supervising writing faculty, particularly adjunct/part-time faculty;
- Familiarity with college-level administration and ability to work with other departments and offices;
- Knowledge of and participation in national scholarly conversation on field of composition;
- Desired secondary specializations include: digital writing/literacy; writing education (grades 6-12); professional writing; ESL/ESOL.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at <http://www.ccsu.edu/>.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by November 22, 2013. Salary and rank are commensurate with education and experience. To begin the application process, click on the Apply Now button and submit the following as one PDF document:

- Letter of interest addressing the qualifications for the position;
- Current curriculum vitae;
- Names of three current professional references with mail and email addresses, phone numbers;
- In one document the following items in this order: (1) Sample writing syllabi; (2) statements of teaching and administrative philosophy, including experience with and commitment to working with diverse populations; and, (3) academic writing sample
- Unofficial transcripts of highest degree earned.
- For ABD candidates, a letter from thesis advisor stating anticipated date of completion.

Please make sure your Social Security Number is not listed on any documents submitted. Redact any personally identifiable information.

Three letters of recommendation must be sent via email to Dr. Steven Cohen at cohens@ccsu.edu. All other materials must be submitted via the website listed above.

For more information contact Stephen Cohen at 860-832-2795 or cohens@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.



Back to Opportunities
Instructional Faculty
[C15-047] - Art History: Assistant Professor

Position Information	Job Description
<p>Category: Instructional Faculty</p> <p>Deadline: 2013-01-15</p> <p>Contact Person: Pat Specter</p> <p>Email: pspecter@ccsu.edu</p> <p>Phone: (860) 832-2829</p>	<p>Central Connecticut State University's Art Department invites applications for a tenure-track Assistant Professor beginning August 2016. We seek a professional who can teach art history survey courses for General Education Non-Art students and a variety of Art History for Art majors. The CCSSU Art Department offers an undergraduate BA in Art, a BA in Art Education, a PhD in Art History, and a Professional Education Certification and an MEd in Art Education. Student advising and teaching are a part of the job, as well as scholarly activity, and service to the department and university. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The AAUP reflects a long history of excellence in teaching and research. For information about the Art Department go to http://www.ccsu.edu/arts.</p> <p>Required Qualifications:</p> <ul style="list-style-type: none"> • PhD in Art History; ABD will be considered at the instructor rank • College teaching experience • Ability to teach courses in two or more of the following: Classical Art/Archi, Renaissance/Baroque, Modern/Contemporary, American Art • Commitment to serving culturally diverse communities <p>References will be given to candidates who have a secondary interest in the one or more of the following areas: gender studies, non-Western art, Latin American art, curatorial studies with the opportunity of curating at CCSU for the University Gallery.</p> <p>The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu/.</p> <p>The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.</p> <p>Application & Appointment: For full consideration, applications must be received by January 15, 2016. Salary and rank are commensurate with education and experience. For eligible applicants, three people applications will not be considered. To begin the application process, click on the Apply Now button and submit the following as PDF:</p> <ul style="list-style-type: none"> • Letter of interest addressing the qualifications for the position • Current curriculum vitae • Statement of teaching philosophy and research focus • Names of three current professional references with mail and email addresses, and phone numbers <p>Unofficial or e-mailed copies will not be accepted. Please make sure your Social Security Number is not listed on any documents submitted.</p> <p>For more information, contact Pat Specter, Art Department, at (860) 832-2829 or pspecter@ccsu.edu.</p>

Nursing: Assistant/Associate Professor [#C14-063]

Position Deleted on 1/31/2014. This position is no longer an active posting on HigherEdJobs.

Table with 2 columns: Field (Institution, Location, Category, Posted, Application Due, Type, Salary) and Value (Central Connecticut State University, New Britain, CT, Faculty - Medicine - Nursing, 11/12/2015, 01/30/2014, Full Time, \$57,930 to \$95,791 USD Per Year)

Central Connecticut State University's Nursing Department invites applications for a full-time tenure-track Assistant/Associate Professor beginning Fall 2014. The successful candidate will teach undergraduate courses in the BSN and RN/BSN programs, and contribute actively and effectively to student growth, service and scholarship.

Required Qualifications:

- Master's degree in nursing; and,
• Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Baccalaureate teaching experience along with recent clinical experience;
• Doctorate in Nursing or a related discipline;
• Eligibility for Connecticut RN and/or APRN licensure; and,
• Experience in Adult Health / Community Health Nursing with simulation experience.

For full consideration, applications must be received by January 30, 2014. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

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1/2/2015

Nursing: Assistant/Associate Professor [#C14-063] Job

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Job: Nursing: Assistant/Associate Professor [#C14-063]

This posting has expired and is no longer available.

Job Description
Instructional Faculty
[C14-063] - Nursing: Assistant/Associate Professor
Position Information
Category: Instructional Faculty
Deadline: 2014-01-30
Contact Person: Shelly Bookala
Email: Bookala@ccsu.edu
Phone: (860) 832-2149

Central Connecticut State University's Nursing Department invites applications for a full-time tenure-track Assistant/Associate Professor beginning Fall 2014. The successful candidate will teach undergraduate courses in the BSN and RN/BSN programs, and contribute actively and effectively to student growth, service and scholarship.

Required Qualifications:

- Master's degree in nursing; and,
• Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Baccalaureate teaching experience along with recent clinical experience;
• Doctorate in Nursing or a related discipline;
• Eligibility for Connecticut RN and/or APRN licensure; and,
• Experience in Adult Health / Community Health Nursing with simulation experience.

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Nursing: Assistant/Associate Professor [#C14-063] Job

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose.

The Community: CCSU is located in New Britain, a city of about 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Club (Double A professional baseball), two theaters, and an extensive park system.

Application & Appointment: For full consideration, applications must be received by January 30, 2014. Salary and rank are commensurate with education and experience. To begin the application process, click on the button and submit the following in one single file in the following order:

- Letter of Interest addressing all qualifications for the position;
• Current curriculum vitae with the names of three current professional references, including their mail and email addresses, and phone numbers.

No e-mailed or hard copies will be accepted. Please redact any personally identifiable information (e.g., Social Security Number) on any documents submitted. For more information, contact Dr. Shelly Bookala, Search Committee Co-Chair, at (860) 832-2149 or Bookala@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

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COMPUTER SCIENCE: ASSISTANT PROFESSOR [#C14-059]

Central Connecticut State University in Connecticut



Deadline February 21, 2014
Date Posted January 17, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Computer Sciences Department invites applications for a full-time tenure-track Assistant Professor position beginning August 2014. Responsibilities include teaching a wide variety of undergraduate and graduate computer science courses for majors and non-majors, including a CS Principles course for CS majors, serving on departmental and university committees, advising students, and conducting scholarly research. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in computer science (ABD candidates will be hired at the rank of Instructor);
- Teaching experience;
- Publication record commensurate with experience;

<https://www.ccsu.edu/jobs/0000815682-01>



Computer Electronics/Graphics Technology: Assistant/Associate Professor [#C14-029] - HigherEdJobs

HigherEdJobs

Computer Electronics/Graphics Technology: Assistant/Associate Professor [#C14-029]

Position Deleted on 2/17/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	<ul style="list-style-type: none"> • Faculty - Engineering - Mechanical • Faculty - Engineering - Electrical
Posted:	11/28/2013
Application Due:	02/15/2014
Type:	Full Time
Salary:	\$57,930 to \$95,791 USD Per Year

Electronics/Electro-Mechanical Engineering Technology

Central Connecticut State University's Computer Electronics & Graphics Technology (CEGT) Department invites applications for a full-time tenure-track faculty position beginning Fall 2014. The successful candidate will teach undergraduate courses in Robotics and Mechatronics Engineering Technology, Computer Engineering Technology, Electronics Technology, and related programs, and contribute actively and effectively to student growth, service, and scholarship in the field. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Electronics/Electro-Mechanical Engineering or a closely related discipline (or expected completion of the degree within 6 months of hire) to be hired at the rank of assistant professor;
- Electrical or Mechanical Engineering (or equivalent);
- 3 years of full-time (or equivalent) college-level teaching and/or training;
- Demonstrated skills and strong commitment to technical laboratory and experimental teaching, participation in hands-on research projects and application oriented activities
- Must demonstrate excellent communication, team building, and teaching skills (lecture and lab).
- A current record of scholarly activity in the discipline.

Preferred Qualifications:

- Evidence of effective communication skills; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Expertise in networking and/or computer architecture.

For full consideration, applications must be received by **February 21, 2014**. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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<https://www.ccsu.edu/jobs/0000815682-01>

1/22/2015

Computer Electronics/Graphics Technology: Assistant/Associate Professor [#C14-029] - HigherEdJobs

- Knowledge and experience in electronics and control engineering, application of electronics for mechanical devices and Robotics, and Mechatronics Engineering Technology;
- Three years of relevant US industry experience (or equivalent); and,
- Strong commitment to undergraduate teaching, applied research and willingness to work with a diverse group of faculty, staff, and students is required.

For full consideration, applications must be received by February 15, 2014. Salary and rank are commensurate with education and experience. To begin the application process, go to www.ccsu.edu/jobs.

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Apply through Institution's Website

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Electronics/Electro-Mechanical Engineering Technology

The Computer Electronics & Graphics Technology (CEGT) Department invites applications for a full-time tenure-track faculty member beginning Fall 2014. The successful candidate will teach undergraduate courses in Robotic and Mechatronic Engineering Technology, Computer Engineering Technology, Electronics Technology, and related programs and contribute actively and effectively to student growth, service, and scholarship in the field. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Primary responsibility is teaching.

Other responsibilities include:

- Developing lecture and laboratory course curricula at the graduate and undergraduate level;
Programmatic marketing;
Assisting with student orientation and registration;
Working with industrial advisors;
Participating in School and University committees;
Writing grants;
Conducting scholarly activity related to technology; and,
Performing other duties as assigned.

Candidates are expected to develop a research agenda in their field.

Information about the School of Engineering and Technology, along with the curriculum and course descriptions, can be found on-line at www.sel.ccsu.edu.

Required Qualifications

- Ph.D. in Electronics/Electro-Mechanical Engineering or a closely related discipline (or expected completion of the Ph.D. degree within 6 months of hire).
BS in Electrical or Mechanical Engineering (or equivalent).
Two years of full-time (or equivalent) college-level teaching and/or training.
Demonstrated skills and strong commitment to technical laboratory and experimental teaching, participation in hands-on research projects and application oriented activities.
Must demonstrate excellent communication, team building, and teaching skills (lecture and lab).
A current record of scholarly activity in the discipline.

Preferred Qualifications

- Knowledge and experience in electronics and control engineering, application of electronics for mechanical devices and Robotics, and Mechatronics Engineering Technology.
Three years of relevant US Industry experience (or equivalent).
Strong commitment to undergraduate teaching, applied research and willingness to work with a diverse group of faculty, staff, and students is required.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it

articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application and Appointment: For full consideration, applications must be received by February 15, 2014. Salary and rank are commensurate with education and experience. To begin the application process, click on the ApplyNow button and submit the following as one document:

- Letter of Interest addressing all required and preferred qualifications;
Current curriculum vitae;
Names of three current professional references with mail and email addresses, and phone numbers; and,
Unofficial transcripts.
For ABD candidates, letter from thesis advisor stating anticipated date of completion.

Please redact any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information, contact Dr. Karen Coale Tracey at (860) 832-1842 or tracey@ccsu.edu.

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Job: Counseling & Family Therapy: Assistant Professor [#C14-021]

This posting has expired and is no longer available.

Browse Similar Jobs: Non-Profit/Social Services

Jobing Description

COUNSELING & FAMILY THERAPY: ASSISTANT PROFESSOR [#C14-021]

The Department of Counseling & Family Therapy invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach graduate courses in marriage and family therapy (MFT) and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The Marriage and Family Therapy program was accredited in 1995 and was licensed as a degree-granting program in 1998. The program supports a common-factors approach to teaching systems theory and MFT based on the Metaframeworks paradigm.

Responsibilities include:

- Teaching courses in master's level COAMFTE-accredited marriage and family therapy program;
Providing clinical supervision of MFT Interns
Developing a program of scholarly activities;
Student advisement; and,
Participation in activities necessary for the conduct of program and departmental affairs.

Required Qualifications:

- Earned doctorate in MFT or a related discipline (ABD candidates will be considered (completion is required within one year of appointment);
Clinical experience in marriage and family therapy;
Evidence of commitment to excellence in teaching;
Expertise in MFT training and supervision;
Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
Qualified to teach courses in MFT;
Demonstrate experience or potential for research and scholarship; and,
Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful teaching experience in higher education;
Demonstrated experience for mentoring and supervising graduate students;
AAMFT Approved Supervisor designation; and,
Graduate from a COAMFTE accredited program.

The Department: The Department of Counselor Education and Family Therapy in the school of Education and Professional Studies at Central Connecticut State University announces a full-time,

tenure-track faculty position effective with the fall, 2014 semester. We are part of a comprehensive metropolitan University located in New Britain, CT. The Marriage and Family Therapy Master's Program is part of an interdisciplinary department in human service professions, including Counselor Education (School Counseling, Professional Counseling, and Student Development in Higher Education) and Marriage and Family Therapy. The Master's Program in Marriage and Family Therapy is accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE).

The University: CCSU is one of four universities in the Connecticut State University System. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Arts and offers a range of culture opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres, and an extensive park system. The University is approximately 2 hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by November 15, 2013. Salary and rank are commensurate with education and experience. To begin the application process, click on the button and submit the following in one document:

- Letter of Interest addressing qualifications for the position;
Current curriculum vitae;
Names of three current professional references with mail and email addresses, and phone numbers (references will be contacted prior to on-campus interviews); and,
Unofficial transcripts.
For ABD candidates, letter from thesis advisor stating anticipated date of completion.

For more information, contact Dr. Ralph Cohen, Search Committee Chair, at cohenr@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Mathematical Sciences: Assistant Professor [#C14-034]

Position Deleted on 1/16/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Science - Mathematics
Posted:	11/28/2013
Application Due:	01/15/2014
Type:	Full Time
Salary:	\$57,930 to \$77,699 USD Per Year

The Department of Mathematical Sciences at Central Connecticut State University invites applications for a full-time tenure-track Assistant Professor beginning Fall 2014.

Required Qualifications:

- Earned doctorate in mathematics (from a regionally accredited institution or international equivalent) by the time of appointment;
- Demonstrated strong commitment to teaching;
- One year full-time teaching at the college level by the time of appointment;
- Show evidence of a viable research program; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preference will be given to candidates who demonstrate excellence in teaching at the college level and have research interests that are compatible with those of current faculty in the mathematics area, or a particularly strong research program in another branch of mathematics.

For full consideration, applications must be received by January 15, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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Apply through Institution's Website

<https://www.higheredjobs.com/StateJobs.cfm?JobCode=17539687>

Mathematical Sciences: Assistant Professor [#C14-034], Central Connecticut State University, United States | scholarship@ccsu.edu

MATHEMATICAL SCIENCES: ASSISTANT PROFESSOR [#C14-034]

The Department of Mathematical Sciences invites applications for a full-time tenure-track Assistant Professor beginning Fall 2014. The department consists of 31 full-time faculty members offering undergraduate and Master's degrees Mathematics, Statistics, and Mathematics Education. This position is specifically in the mathematics area. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in mathematics (from a regionally accredited institution or international equivalent) by the time of appointment;
- Demonstrate a strong commitment to teaching;
- One year full-time teaching at the college level by the time of appointment;
- Show evidence of a viable research program; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preference will be given to candidates who demonstrate excellence in teaching at the college level and have research interests that are compatible with those of current faculty in the mathematics area, or a particularly strong research program in another branch of mathematics.

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Cats (Double A professional baseball), two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by January 15, 2014. Salary is commensurate with education and experience. To begin the application process, click on the Apply Now button and submit the following in one single file:

- Cover letter of interest addressing all required qualifications for the position;
- Current curriculum vitae, including the names of three current professional references with mail and phone addresses, and phone numbers.
- One document containing: 1) statement of teaching philosophy, which addresses your commitment to serving culturally, ethnically and linguistically diverse communities; and, 2) statement of research interest; and,
- Unofficial transcripts.
- For ABD candidates, include a letter from thesis advisor stating anticipated date of completion.

Please redact any personally identifiable information (e.g., Social Security Number) on any

Mathematical Sciences: Assistant Professor [#C14-034], Central Connecticut State University, United States | scholarship@ccsu.edu

documents submitted.

Three letters of recommendation, at least one of which must address applicant's teaching, must be submitted (preferably) to www.mathjobs.org OR by regular mail to: Dr. Frederic Latour, Search Committee Chair, Mathematical Sciences Dept., Central Connecticut State University, 1615 Stanley Street, New Britain CT, 06050.

For more information, contact Dr. Latour at latourfre@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Assistant Professor: Physical Ed Teacher Preparation [#C14-045]

Position Deleted on 2/02/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	<ul style="list-style-type: none"> Faculty - Health - Physical Education & Kinesiology Faculty - Education - Teacher Education
Posted:	11/12/2015
Application Due:	02/01/2014
Type:	Full Time
Salary:	\$57,930 to \$77,699 USD Per Year

PHYSICAL EDUCATION & HUMAN PERFORMANCE: ASSISTANT PROFESSOR IN PHYSICAL EDUCATION TEACHER PREPARATION [#C14-045]

CCSU's Department of Physical Education & Human Performance is seeking candidates for a full-time, tenure track, Assistant Professor beginning August 2014. The successful candidate will engage in the preparation of physical education teachers including the supervision of student teachers and instruction of pedagogy classes in physical education.

Required Qualifications:

- Doctorate in education with a physical education emphasis or closely related field (active doctoral candidates with an expected completion date by Fall 2015 will be considered);
- One year college teaching experience;
- Three years' experience in PK-12 physical education settings;
- Experience teaching pedagogy skill courses to physical education teacher candidates;
- Experience as a cooperating teacher and/or university supervisor;
- Record of presentations, publications, research, and/or community engagement; and,
- Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications:

- Experience teaching motor learning;

Assistant Professor in Anatomy & Physiology [#C14-046]

Position Deleted on 2/02/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Science - Biology
Posted:	11/12/2015
Application Due:	02/01/2014
Type:	Full Time
Salary:	\$57,930 to \$77,699 USD Per Year

PHYSICAL EDUCATION & HUMAN PERFORMANCE: ASSISTANT PROFESSOR IN ANATOMY & PHYSIOLOGY [#C14-046]

CCSU's Department of Physical Education & Human Performance is seeking candidates for a full-time, tenure track position at the Assistant Professor rank beginning August 2014. The successful candidate will serve as the primary knowledge expert in the area of Anatomy & Physiology.

Required Qualifications:

- Doctorate in biology or exercise science with an emphasis in physiology or closely related field;
- One year of college teaching experience in anatomy & physiology;
- Experience teaching anatomy & physiology courses with laboratory sections;
- Record of presentations, publications, research, and/or community engagement; and,
- Commitment to serving a culturally and ethnically diverse student body

Preferred Qualifications:

- Experience with Biopac, PhysioEx, and/or other related anatomy & physiology software and laboratory equipment;
- Certifications in one of the following: Certified Athletic Trainer through the National Athletic Training Association Board of Certification (NATABOC-ATC); National Strength & Conditioning Association Certified Strength & Conditioning Specialist (NSCA-CSCS); or, American College of Sports Medicine Health Fitness Specialist (ACSM-HFS).

For full consideration, applications must be received by February 1, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

- Experience with assessment and evaluation tools and program review
- Familiarity with the CT Department of Education and Council for the Accreditation of Educator Preparation (CAEP) accreditation standards.

For full consideration, applications must be received by February 1, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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Assistant/Associate Professor in Biomechanics or Kinesiology [#C14-047]

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Position Deleted on 2/02/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Health - Physical Education & Kinesiology
Posted:	11/12/2015
Application Due:	02/01/2014
Type:	Full Time
Salary:	\$57,930 to \$95,791 USD Per Year

PHYSICAL ED & HUMAN PERFORMANCE: ASSISTANT/ASSOCIATE PROFESSOR - BIOMECHANICS OR KINESIOLOGY [#C14-047]

CCSU's Department of Physical Education & Human Performance is seeking candidates for a full-time, tenure track position at the Assistant/Associate Professor rank beginning August 2014. The successful candidate will engage in the preparation of students majoring in Exercise Science, Athletic Training, and Physical Education.

Required Qualifications:

- Doctorate in exercise science or closely related field with an emphasis in biomechanics or kinesiology;
- One year of college teaching experience in biomechanics or anatomy & physiology;
- Experience teaching laboratory sections of biomechanics or kinesiology;
- Record of presentations, publications, research, and/or community engagement; and,
- Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications:

- Experience with Biopac, PhysiEx, and/or other related anatomy & physiology software and laboratory equipment
- Experience with MaxTraq 2D/3D, Dartfish and/or other related software for movement analysis as well as video camera equipment; and,
- Certifications in one of the following: Certified Athletic Trainer through the National Athletic Training Association Board of Certification (NATABOC-ATC); National Strength & Conditioning Association Certified Strength & Conditioning Specialist (NSCA-CSCS); or, American College of Sports Medicine Health Fitness Specialist (ACSM-HFS).

For full consideration, applications must be received by February 1, 2014. For more information and to begin the

<http://www.higheredjobs.com/faculty/details.cfm?JobCode=173832408116=ASSISTANT%2FASSOCIATE%2FPROFESSOR%2F%2FBIOMECHANICS...>

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Physical Ed & Human Performance: Assistant/Associate Professor in Biomechanics or Kinesiology [#C14-047] Job

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Job: Physical Ed & Human Performance: Assistant/Associate Professor in Biomechanics or Kinesiology [#C14-047]

This posting has expired and is no longer available.

Job Description
Institutional Family
 [#C14-047] - Physical Ed & Human Performance: Assistant/Associate Professor - Biomechanics Or Kinesiology
Position Information
Category:
 Institutional Family
Deadline:
 2014-02-01
Contact Person:
 Peter Morano
 Email: pmorano@ccsu.edu
 Phone: (860) 832-2699

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Physical Ed & Human Performance: Assistant/Associate Professor in Biomechanics or Kinesiology [#C14-047] Job

positions that include, but are not limited to, Biopac, PhysiEx, MaxTraq 2D/3D and Dartfish as well as original labs developed for the courses.

Required Qualifications:

- Doctorate in exercise science or closely related field with an emphasis in biomechanics or kinesiology;
- One year of college teaching experience in biomechanics or anatomy & physiology;
- Experience teaching laboratory sections of biomechanics or kinesiology;
- Record of presentations, publications, research, and/or community engagement; and,
- Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications:

- Experience with Biopac, PhysiEx, and/or other related anatomy & physiology software and laboratory equipment
- Experience with MaxTraq 2D/3D, Dartfish and/or other related software for movement analysis as well as video camera equipment; and,
- Certifications in one of the following: Certified Athletic Trainer through the National Athletic Training Association Board of Certification (NATABOC-ATC); National Strength & Conditioning Association Certified Strength & Conditioning Specialist (NSCA-CSCS); or, American College of Sports Medicine Health Fitness Specialist (ACSM-HFS).

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Application & Appointment: For full consideration, applications must be received by February 1, 2014. Salary and rank are commensurate with education and experience. To begin the application process, click on the button and submit the following in a single file and in the order given below:

- Letter of interest addressing all the qualifications for the position;
- Current curriculum vitae;
- Names of three professional references including their mail and email address, and phone numbers; and,
- Unofficial transcripts.

Please redact any personally identifiable information (e.g., Social Security Number) from any documents submitted. No hard or e-mailed copies will be accepted. For more information, contact Peter Morano, Search Committee Chair, at (860) 832-2699 or pmorano@ccsu.edu.

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Anthropology: Assistant Professor [#C14-049]

Position Deleted on 2/11/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Faculty - Liberal Arts - Anthropology
Posted:	11/12/2015
Application Due:	01/31/2014
Type:	Full Time
Salary:	\$57,830 to \$77,699 USD Per Year

Central Connecticut State University's Anthropology Department invites applications for a full-time tenure-track position. We are a small, friendly department whose faculty members are engaged in research, writing, and teaching. The successful candidate will teach undergraduate and graduate courses in Anthropology and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Anthropology; the completion of the Ph.D. is required by June 2015.
- Commitment to serving culturally, ethnically, and linguistically diverse communities
- College teaching experience

Preferred Qualifications:

- Specialization in one or more of the following areas: political and/or economic anthropology, globalization, or medical anthropology
- Area specialization in Middle East, East Asia or South Asia;
- A record of scholarly activity (e.g., publications and presentations at professional conferences) Acceptable publications and presentations are those that have been externally-reviewed for appropriateness (e.g., peer-reviewed journal articles and conference presentations, edited book chapters, or books).

For full consideration, applications must be received by January 31, 2014. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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12/26/15 PHILOSOPHY DEPARTMENT: ASSISTANT PROFESSOR [#C14-050] | View

Job Search

PHILOSOPHY DEPARTMENT: ASSISTANT PROFESSOR [#C14-050]

Central Connecticut State University in Connecticut

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Deadline	February 03, 2014
Date Posted	December 26, 2013
Type	Tenured, tenure track
Salary	Not specified

Employment Type Full-time

Central Connecticut State University's Department of Philosophy invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach undergraduate courses and contribute actively and effectively to student growth, service, and scholarship.

Required Qualifications:

- Ph.D. in Philosophy (completion of the Ph.D. is required by August 2014);
- Area of specialization: History of Philosophy;
- Area of competency: Analytic Philosophy; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

<https://www.higheredjobs.com/Details.cfm?JobCode=175341155&Title=ANTHROPOLOGY%20ASSISTANT%20PROFESSOR%20NEW%20BRITAIN%20CT%2014-049&SO> 22

11/12/2015 PHILOSOPHY DEPARTMENT: ASSISTANT PROFESSOR [#C14-050] | View

Preferred Qualification:

- College teaching experience;
- Evidence of scholarly activity; and,
- Commitment to pluralism in philosophy.

For full consideration, applications must be received by **February 3, 2014**. Salary is commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

PHILOSOPHY DEPARTMENT: ASSISTANT PROFESSOR [#C14-050]

Deadline: February 3, 2014

Central Connecticut State University's Department of Philosophy invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach undergraduate courses and contribute actively and effectively to student growth, service, and scholarship.

Required Qualifications:

- Ph.D. in Philosophy (completion of the Ph.D. is required by August 2014);
- Area of specialization: History of Philosophy;
- Area of competency: Analytic Philosophy; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualification:

- College teaching experience;
- Evidence of scholarly activity; and,
- Commitment to pluralism in philosophy.

For full consideration, applications must be received by February 3, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

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Contact

E-mail:

Web: <http://www.ccsu.edu/jobs>

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Jobs in Philosophy

PHILOSOPHY DEPARTMENT: ASSISTANT
PROFESSOR [#C14-050]

Posted December 23, 2013 - 23:45 by Anonymous

Job List:

Americas

Name of Institution:

Central Connecticut State University

town:

New Britain

country:

USA

Job Description:

Central Connecticut State University's Department of Philosophy invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach undergraduate courses and contribute actively and effectively to student growth, service, and scholarship.

Required Qualifications:

Ph.D. in Philosophy (completion of the Ph.D. is required by August 2014);

Area of specialization: History of Philosophy;

Area of competency: Analytic Philosophy; and,

Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualification:

College teaching experience;

Evidence of scholarly activity; and,

Commitment to pluralism in philosophy.

For full consideration, applications must be received by February 3, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Deadline for Applications:

February 3, 2014

URL:

<http://www.ccsu.edu/jobs>

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Postings
and Faculty
[53] - Design (Graphic/Information): Assistant/Associate Professor

Position Information

Category:
Instructional Faculty
Department:
Design
Location:
2214-04-02
Contact Person:
Kathleen Thornton
Email: kthornton@ccsu.edu
Phone: (860) 439-2445

Job Description

Central Connecticut State University's Department of Design (Graphic/Information) seeks applications for a full-time tenure-track position in the location of digital media for Spring 2014. The successful candidate will teach undergraduate and graduate courses, supervise student work and research projects. Additional responsibilities include serving on departmental and university committees, advising students and supporting the stability and professional growth opportunities in the field and contributing actively and effectively to student growth, retention, and scholarship. Candidates are expected to be committed to cultural diversity and working with a diverse student body.

Required Qualifications

- Master's Degree (MFA) in Graphic Design, Visual Design or Culture, or a closely related discipline.
- Ability to teach both at level of the following: Web design, Graphic Information Design, Advanced Design Media Design, Design Practices/Processes, Typography, 3-D Design/Animation, Multimedia Design and Web Design/Interactive Media Culture.
- Experience and comprehensive understanding of digital technology in contemporary design practice, and
- Commitment to teaching culturally, ethnically and linguistically diverse constituencies.

Preferred Qualifications

- Four years of teaching experience at the college level, including two years teaching experience in the area of media production, digital media, responsive design with HTML5 and CSS3.
- Record of departmental service, social business development, social media and social publishing strategies for marketing.
- Proven ability to design and develop management systems, fund and development and cross platform website design, and teach complex applications, and.
- Experience in awarded grants and exhibition design and planning.

The University (CCSU) is one of four universities in the Connecticut State University System. Ranked professor and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is noted for more than a dozen national awards of the University's commitment to students that with a diverse, flexible and a liberal arts. The Princeton Review selected CCSU as one of the Best Northeast Colleges. CCSU serves approximately 12,000 students in 1,300 undergraduate and 3200 graduate courses. CCSU is a fully diverse college that 20 percent of students are of racial/ethnic minority heritage. Visit our website at <http://www.ccsu.edu>.

The Community (CCSU) is located in New Britain, a city of over 70,000, which is 15 minutes drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Track Club (USA's premier of track), the Park, and an extensive park system. The University is approximately 2 hours by rail from both Boston and New York City.

Application and Appointment: For full consideration, applications must be received by April 2, 2014. Salary and rank is a consideration with education and experience. To begin the application process, click on the Apply Now button and submit the following:

- Letter of interest addressing qualifications for the position;
- Current curriculum vitae;
- Names of three current professional references with email and email addresses, and phone numbers;
- Unofficial transcripts; and,
- Four to five samples of professional work and student examples completed within the last three years. (These documents need to be provided as files to your web login and related student examples.)

For more information contact Kathleen Thornton at (860) 439-2445 or kthornton@ccsu.edu. No e-mail or hard copies will be accepted. Please protect any personally identifiable information (e.g., Social Security Number) on any documents submitted.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

<http://hosted.ccsu.edu/hrna/index.php?job=57>

4/22/2014

HR Applicant Tracking System

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Postings
and Faculty
[014-055] - Counseling & Family Therapy: Assistant/Associate Professor

Position Information

Category:
Instructional Faculty
Department:
Counseling
Location:
2214-03-04
Contact Person:
Dr. David Falk
Email: dfalk@ccsu.edu
Phone: (860) 439-2421

Job Description

Central Connecticut State University's Department of Counseling & Family Therapy seeks applications for a full-time tenure-track Assistant/Associate Professor position for Spring 2014. The successful candidate will teach undergraduate and graduate courses, supervise student work and research projects. Additional responsibilities include serving on departmental and university committees, advising students and supporting the stability and professional growth opportunities in the field and contributing actively and effectively to student growth, retention, and scholarship. Candidates are expected to be committed to cultural diversity and working with a diverse student body.

Required Qualifications

- Master's degree in counseling education or a related discipline (MEd) or a doctorate (PhD) in counseling or a related discipline with a year of applicable experience.
- Employment experience in a position of student development in higher education.
- Documented commitment to multicultural teaching.
- Expertise in training and supervision of student development professionals and counseling.
- Conducted in-classroom course courses (theory and techniques, group counseling, etc.).
- Documented experience in research and scholarship, and.
- Documented commitment to teaching culturally diverse constituencies.

Preferred Qualifications

- Successful classroom teaching experience in higher education.
- Documented experience teaching and supervising graduate students and non-graduate students in student development.
- Three years of direct student development practice, and.
- Experience in coordinating and managing educational programs.

The University (CCSU) is one of four universities in the Connecticut State University System. Ranked professor and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is noted for more than a dozen national awards of the University's commitment to students that with a diverse, flexible and a liberal arts. The Princeton Review selected CCSU as one of the Best Northeast Colleges. CCSU serves approximately 12,000 students in 1,300 undergraduate and 3200 graduate courses. CCSU is a fully diverse college that 20 percent of students are of racial/ethnic minority heritage. Visit our website at <http://www.ccsu.edu>.

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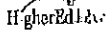
Application & Appointment: For full consideration, applications must be received by March 24, 2014. Salary and rank is a consideration with education and experience. To begin the application process, click on the Apply Now button and submit the following:

- Letter of interest addressing qualifications for the position; and,
- Current curriculum vitae, including the names of three current professional references with email and email addresses, and phone numbers. References will be contacted prior to completion of interview.
- For PhD candidates, a letter from their advisor stating anticipated date of completion.

No e-mail or hard copies will be accepted. Please protect any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information contact Dr. David Falk, Search Committee Chair, at dfalk@ccsu.edu.

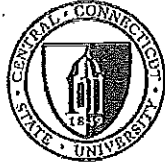
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Counseling & Family Therapy; Assistant/Associate Professor (#C14-056)

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Education - Counselor Education
Posted: 01/10/2014
Application Due: 03/24/2014
Type: Full Time
Salary: \$57,630 to \$95,781 USD Per Year

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time tenure-track Assistant/Associate Professor position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and student development and contribute actively and effectively to student growth, service, and scholarship.



Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
Employment experience in the practice of student development in higher education;
Demonstrated commitment to excellence in teaching;
Expertise in training and supervision of student development professionals and counselors;
Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
Demonstrated experience or potential for research and scholarship; and,
Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful classroom teaching experience in higher education;
Demonstrated experience mentoring and supervising graduate students and new professionals in student development;
Three years of direct student development practice; and,
Experience in coordinating and managing educational programs.

For full consideration, applications must be received by March 24, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

Application Information

Contact:

http://www.higheredjobs.com/posweb/details.cfm?Jobcode=175844262&ajID=11672014

COUNSELING & FAMILY THERAPY; ASSISTANT/ASSOCIATE PR... Page 1 of 1

COUNSELING & FAMILY THERAPY; ASSISTANT/ASSOCIATE PROFESSOR [#C14-056]

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Deadline: March 24, 2014
Date Posted: January 10, 2014
Type: Tenured, tenure track
Salary: Not specified

Employment Type Full-time

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time tenure-track Assistant/Associate Professor position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and student development and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
Employment experience in the practice of student development in higher education;
Demonstrated commitment to excellence in teaching;
Expertise in training and supervision of student development professionals and counselors;
Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
Demonstrated experience or potential for research and scholarship; and,
Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful classroom teaching experience in higher education;
Demonstrated experience mentoring and supervising graduate students and new professionals in student development;
Three years of direct student development practice; and,
Experience in coordinating and managing educational programs.

For full consideration, applications must be received by March 24, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Counseling-Fam Therapy: Asst/Ass Prof [6C14-056]

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time tenure-track Assistant/Associate Professor position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and student development and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
- Employment experience in the practice of student development in higher education;
- Demonstrated commitment to excellence in teaching;
- Expertise in training and supervision of student development professionals and counselors;
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
- Demonstrated experience or potential for research and scholarship; and,
- Demonstrated commitment to serving culturally diverse communities.

Preferred Qualifications:

- Successful classroom teaching experience in higher education;
- Demonstrated experience mentoring and supervising graduate students and new professionals in student development;
- Three years of direct student development practice; and,
- Experience in coordinating and managing educational programs.


For full consideration, applications must be received by March 24, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.


Central Connecticut State University
 Location: New Britain, CT 06690
 Document ID: AS015-2774

Job Type: Regular
 Job Schedule: Full-time
 Posted on: 01/10/2014

<http://jobs.diversejobs.net/candidate/processandviewprintablejob?docid=A...> 1/16/2014



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COUNSELING & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [6C14-056] (POSTED 01/10/2014)

Central Connecticut State University

Description:
 COUNSELING & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [6C14-056]
 Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time tenure-track Assistant/Associate Professor position beginning Fall 2014. The successful candidate will teach graduate courses in counselor education and student development and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment);
- Employment experience in the practice of student development in higher education;
- Demonstrated commitment to excellence in teaching;
- Expertise in training and supervision of student development professionals and counselors;
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics);
- Demonstrated experience or potential for research and scholarship; and,
- Demonstrated commitment to serving culturally diverse communities.


Preferred Qualifications:

- Successful classroom teaching experience in higher education;
- Demonstrated experience mentoring and supervising graduate students and new professionals in student development;
- Three years of direct student development practice; and,
- Experience in coordinating and managing educational programs.

For full consideration, applications must be received by March 24, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.


Contact:
 Central Connecticut State University
 New Britain, North End | Box 03629



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 Instructional Faculty
 [C14-058] - Counseling & Family Therapy Assistant/Associate Professor

Position Information

Category:
 Instructional Faculty
 Department:
 2014-09-24
 Contact Person:
 Dr. Corinne Tull
 Email: tull@ccsu.edu
 Phone: (860) 439-3451

Job Description

Central Connecticut State University's Department of Counseling & Family Therapy invites applications for a full-time tenure-track Assistant/Associate Professor beginning Fall 2014. The successful candidate will teach graduate courses in counseling education and student development, supervise activity and laboratory in student groups, teaching and supervising. Candidates are expected to be committed to collaboration and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counseling education or a related discipline (PhD) and three to five years of postdoctoral experience in higher education
- Employment experience in the practice of student development in higher education
- Demonstrated commitment to excellence in teaching
- Expertise in leading and supervision of student development professionals and counseling
- Qualified to teach core counseling courses in theory and techniques, group counseling, ethics
- Demonstrated experience in potential for research and scholarly activity
- Demonstrated commitment to teaching diversity of race/ethnicity

Preferred Qualifications:

- Successful classroom teaching experience in higher education
- Demonstrated experience in supervising, practicing students and new professionals in student development
- Three years of direct student development practice, and
- Experience in coordinating and managing educational programs

The University (CCSU) is one of four universities in the Connecticut Public University System. Each of our professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is one of the few public universities in the United States that offers a Ph.D. in Education. The Professional Education doctoral program at CCSU is one of the best in the country. CCSU offers approximately 120 academic programs, including 4,000 courses, graduate and 2700 graduate. CCSU is fully diverse: more than 92 percent of students are of traditional minority heritage. Visit our web site at www.ccsu.edu.

The University (CCSU) is located in New Britain, a city of some 70,000, with a 100-mile drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Symphony Orchestra, the New Britain Track Club, a professional baseball, two theaters, and an extensive park system. The University is approximately 1 hour from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by March 14, 2014. Salary and rank are commensurate with education and experience. To begin the application process, click the Apply Now button and attach the following:

- Letter of interest addressing qualifications for the position and
- Current curriculum vitae, including a current list of professional references with email and social addresses, and phone numbers. References will be contacted prior to an on-campus interview.
- For ASD positions, a letter from the state address indicating anticipated date of completion.

We are an equal opportunity employer. Please indicate your previously identifiable information (e.g., Social Security Number) on any documents submitted.

For more information contact Dr. Corinne Tull, Search Committee Chair, at tull@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all working student groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Central Connecticut State University 2014 Human Resources - Job Applicant Tracking System

4/17/2014

12/20/15 EDUCATIONAL LEADERSHIP, ASSISTANT PROFESSOR [C14-058] View

Job Search

EDUCATIONAL LEADERSHIP: ASSISTANT PROFESSOR [#C14-058]

Central Connecticut State University in Connecticut

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Deadline February 13, 2014
Date Posted January 15, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

The Department of Educational Leadership and Instructional Technology at Central Connecticut State University seeks a tenure-track faculty member for our NCATE-accredited and ELCC-recognized leadership programs beginning Fall 2014. The department offers a masters degree, a sixth year licensure program, and a cohort-based Ed.D. program for mid-career preK-12 professionals seeking to enhance leadership skills at the classroom, building, district, or state level.

Required Qualifications:

- Doctorate in education with emphasis in educational leadership and administration or closely related field of study;
- A record of excellence (or potential excellence in the case of appointment at the rank of assistant professor) in teaching, research, service, and professional participation that merits appointment as an assistant professor;
- Major specialization in one or more of the following areas: 1) school and

1/12/2015 EDUCATIONAL LEADERSHIP, ASSISTANT PROFESSOR [C14-058] View

- district leadership to support social justice, equity, diversity, and a culture of success for all children; 2) leadership and the process of teaching/learning/cognition; 3) organizational development and school improvement; and, (4) educational policy, leadership, and administration;
- Work experience and/or research that focuses on leading, teaching, and learning in preK-12 settings; and,
 - Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications:

- Background in research and research methods for advising doctoral student research in topics related to leadership and school improvement;
- Successful experience teaching quantitative methods to graduate students;
- Experience in public education as a district and/or school leader;
- A research agenda that addresses leadership issues including social justice and equity;
- Experience and qualifications appropriate to teaching certification courses for licensure as a building administrator or school superintendent; and,
- Experience with accreditation (NCATE/ELCC) and implementation of performance assessment.

For full consideration, applications must be received by **February 13, 2014**. Salary and rank are commensurate with education and experience. To begin the application process, go to www.ccsu.edu/jobs.

CHEMISTRY & BIOCHEMISTRY: ASSISTANT PROFESSOR [#C14-060]

Central Connecticut State University in Connecticut

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Deadline February 28, 2014
Date Posted January 24, 2014
Type Tenured, tenure track
Salary Not specified
Employment Type Full-time

Central Connecticut State University's Department of Chemistry & Biochemistry invites applications for a full-time tenure-track position beginning Fall 2014. The new faculty member is expected to teach undergraduate courses in Analytical Chemistry, Instrumental Analysis, and other courses as required, and to contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Chemistry or a related discipline (ABDs will be considered);
- Ability to teach undergraduate analytical and instrumental analysis lecture and lab courses;
- Demonstrated ability for creative research;
- Excellent communication skills; and,

- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Experience teaching and mentoring undergraduate students; and,
- A proposed research program appropriate for our students and facilities that complements current faculty expertise.

For full consideration, applications must be received by 5:00PM, February 28, 2014. Salary and rank are commensurate with education and experience. ABD will be hired at the instructor rank. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

http://www.ccsu.edu/jobs/000818759-01

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http://www.ccsu.edu/jobs/000818759-01

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HR Applicant Tracking System

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Back to Open Positions
 Faculty/Staff Faculty
 [C14-060] - Engineering (Structural) Assistant Professor

Position Information

Category: Faculty/Staff
 Department: Engineering
 Date of Post: 2014-01-15
 Contact Person: Brenda D'Amico
 Email: bdamico@ccsu.edu
 Phone: (860) 439-1115

Job Description

Central Connecticut State University's Engineering Department invites applications for a full-time tenure-track position beginning Fall 2014. This position is open at the Assistant Professor level. However, applicants with exceptional qualifications and teaching experience may be considered at the Associate Professor level. The successful candidate is expected to develop and teach a variety of engineering courses with the structural focus, independently develop and run successful hands-on laboratory exercises, mentor undergraduate and graduate student research in the engineering program, actively engage in scholarly activity, develop and maintain an applied research program, participate in professional activities for all IEEE associated programs, and participate in on-site activities for the University, local community and professional organizations. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Preferred Qualifications:

- B.S. in Civil Engineering and Ph.D. in Civil Engineering with focus on structural engineering by the date of appointment
- Extensive teaching and lab experience in design
- Two years of relevant full-time professional experience in structural engineering
- A Professional Engineering (PE) license with three years of appointment
- Excellent communication and presentation skills, and,
- Commitment to serving a culturally and ethnically diverse university community.

Preferred Qualifications:

- Teaching experience in EAC of IEEE associated civil engineering programs
- Significant and experience in teaching engineering structural courses, i.e., design of structural members, steel and timber
- Demonstrated record of scholarly activities, scholarly activities, editing, service, and experience in developing and co-authoring structural and civil machine literature
- Experience working with industry and both undergraduate and graduate students in applied research with record of successful national funding and,
- Ability to teach engineering technical writing and presentation

The University (CCSU) is one of four state universities with the Board of Regents for Higher Education, Connecticut State Board of Higher Education. Established in 1892 and a wide array of academic programs, the university is located in Westfield, Connecticut. CCSU is a public university with a student body of approximately 10,000 students. The University has a special focus on the field of Engineering. CCSU has an approximately 10,000 students, 4,000 in engineering, and 12,000 graduate. CCSU is a fully diverse more than 50 percent of students are of national minority heritage. Visit our web site at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of some 74,000, within a 100-mile drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Food Co-Op (the only professional membership food store), and an extensive park system. The University is approximately two hours by car from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by March 14, 2014. Salary and rank are commensurate with education and experience. To begin the application process, visit our Apply Now button and electronically submit the following in a single file into the online system:

1. Letter of interest affirming all the qualifications for the position;
2. Current curriculum vitae;
3. Copies of statements of teaching philosophy and research interests (one page each);
4. Names of three current professional referees with full and email addresses, and phone numbers;
5. Unofficial transcripts;
6. ABD candidates, include a letter from their advisor stating why they need this date of completion.

Hard or e-mailed copies will be accepted. Please refer my personal New Britain information (e.g., South Security Member) on any documents submitted.

For more information, contact Dr. Eric D'Amico, Search Committee Chair, at edamico@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C14-065]

Central Connecticut State University in Connecticut

- Save
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Deadline February 21, 2014
Date Posted January 27, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Accounting Department invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach undergraduate and graduate courses with an emphasis in managerial accounting, but all related teaching interests will be considered. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship while also expected to be committed to multiculturalism and to working with a diverse student body.

Doctorate in Accounting or equivalent from an accredited university (ABD with a 2014 completion date considered);

Experience and/or teaching interest in Accounting; and,

Commitment to serving culturally, ethnically and linguistically diverse communities.

rdchrcfch/tes.com/data/00008/0620-01

1/29/2015

Accounting Assistant/Associate Professor [#C14-065] Job

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Job: Accounting: Assistant/Associate Professor [#C14-065]

Jobing Description

Instructional Faculty **Postid:** 2014-01-03
 [#C14-065] - Accounting: Assistant/Associate Professor **State Info page**

Position Information

Category:
 Instructional Faculty

Deadline:
 2014-02-21

Contact Person:
 Cheryl Creppl
 Email: crepplc@ccsu.edu
 Phone: (860) 832-3239

Job Description

Central Connecticut State University's Accounting Department invites applications for a full-time tenure-track position beginning Fall 2014. The successful candidate will teach undergraduate and graduate courses with an emphasis in managerial accounting, but all related teaching interests will be considered. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship while also expected to be committed to multiculturalism and to working with a diverse student body.

Required Qualifications:

- Doctorate in Accounting or equivalent from an accredited university (ABD with a 2014 completion date considered);
- Experience and/or teaching interest in Accounting; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- College teaching experience;
- Experience and/or teaching interest in cost/managerial accounting; and,
- Professional certifications and/or experience.

Preferred Qualifications:

- College teaching experience;
- Experience and/or teaching interest in cost/managerial accounting; and,
- Professional certifications and/or experience.

Application & Appointment: For full consideration, applications must be received by **February 21, 2014**. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

https://careers.ccsu.edu/jobs/00008/0620-01

1/29/2015

Accounting Assistant/Associate Professor [#C14-065] Job

The University: CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at <http://www.ccsu.edu/>.

The Community: CCSU is located in New Britain, a city of some 100,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock Club (Double A professional baseball), two theaters, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by February 21, 2014. Salary and rank are commensurate with education and experience. To begin the application process, click on the button and submit the following in a single file and in the order given below:

- Letter of interest addressing qualifications for the position;
 - Current curriculum vitae; and,
 - Names of three current professional references with mail and email addresses, and phone numbers.
- ABD candidates: letter from their advisor stating anticipated date of completion.

No faxed or e-mailed copies will be accepted. Please reflect any personally identifiable information (e.g. Social Security Number) on any documents submitted.

For more information, contact Cheryl Creppl at (860) 832-3239 or crepplc@ccsu.edu.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Application Instructions

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Journalism
Faculty
#19 - English Assistant Professor Of Victorian Literature

Position Information

Category: Instructor of Faculty
Department: English
Posting Date: 2014-03-17
Contact Person: Dr. Douglas Cohen
Email: dcohen@ccsu.edu
Phone: (860) 832-2295

Job Description

Central Connecticut State University's English Department seeks a tenured or Assistant Professor to teach in Victorian Literature. Responsibilities include teaching primary Victorian and undergraduate courses in field of specialization, as well as literature survey courses and lecture on specialties. Additional responsibilities include publication, student advising, and other services to the department and university. Desired secondary qualifications include secondary British Literature, contemporary Anglophone literature, drama studies, and digital technologies. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Preferred Qualifications

- PhD in English Literature or related field (PhD considered and would be listed at the rank of Instructor)
- College-level teaching experience
- Evidence of scholarship in a field and
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications

- Secondary specialization in one or more of the following: contemporary British literature, contemporary Anglophone literature, drama studies, and digital technologies.

The University: CCSU is one of four state universities with the rank of Professor for Higher Education. Central Connecticut State University is a public university and a member of the American Association of State Colleges and Universities. CCSU is one of the most diverse universities in the United States. The University's commitment to diversity is reflected in its motto: "We are a diverse people with a shared future." The University's motto is also reflected in its name: "The University of the Future." CCSU serves approximately 12,000 students, 4,000 undergraduate and 8,000 graduate. CCSU is fully diverse more than 90 percent of students are of traditional ethnicity heritage. Visit our web site at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of some 73,000, with a 15-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Park City Golf Club, a professional baseball team, a museum, and an extensive park system. The University is approximately two hours by car from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by March 17, 2014. Salary and working conditions with education and experience. To begin the application process, click on the Apply Now button and e-mail the following:

- Letter of interest addressing the qualifications for the position
- Current curriculum vitae including the names of three current professional references with email and phone addresses, and phone numbers
- Unofficial transcripts
- Sample syllabus for previous courses
- Statement of teaching philosophy including experience with and commitment to working with diverse populations; and
- Academic writing sample
- ASD candidate include a letter from their advisor stating anticipated date of completion
- Three (3) years of transcripts sent to Dr. Douglas Cohen at dcohen@ccsu.edu

No hard or credit copies will be accepted. Please include any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information contact Douglas Cohen at (860) 832-2295 or dcohen@ccsu.edu.

<http://hosted.ccsu.edu/hrat/index.php?job=60>

6/17/2014

JOURNALISM: ASSISTANT/ASSOCIATE PROFESSOR [#C14-090] | Vitae

Page 1 of 3

Job Search Results

JOURNALISM: ASSISTANT/ASSOCIATE PROFESSOR [#C14-090]

Central Connecticut State University in Connecticut

- Save
- Print

Deadline September 30, 2014
Date Posted July 2, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Journalism Department invites applications for a full-time tenure-track position at the Assistant or Associate Professor rank. The successful candidate will teach undergraduate courses in basic and advanced writing and reporting while integrating multimedia and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Preferred Qualifications:

- Ph.D. in Journalism, Communication or a related discipline (completion of Ph.D. required by August 25, 2015);
- Five years full-time journalism in a newsroom;

JOURNALISM: ASSISTANT/ASSOCIATE PROFESSOR [#C14-090] | Vitae

Page 2 of 3

- College teaching experience;
- Evidence of ongoing research/creative work; and,
- Commitment to serving a culturally, ethnically and linguistically diverse student body.

Preferred Qualifications:

Professional experience in multimedia editing, data journalism, or visual journalism;

Doctoral research specialty in an area of journalism that could enhance our curriculum (for ex: ethics, history, images, design theory); and,

Teaching experience in multimedia journalism.

For full consideration, applications must be received by **September 30, 2014**. For more information and to begin the application process, go to <http://hosted.ccsu.edu/hrat/C14-090>.

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Job Search

CRIMINOLOGY/CRIMINAL JUSTICE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-005]

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline September 30, 2014
Date Posted August 20, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Department of Criminology & Criminal Justice invites applications for a full-time Assistant or Associate Professor with expertise in one or more of the following areas: cybercrime, intelligence analysis, and crime analysis. The Criminology Department's mission is to lead the state of Connecticut in the creation and dissemination of theoretical, scientific, and practical knowledge of Criminal Justice and is a growing multi-disciplinary department offering a B.A. in Criminology and an M.S. in Criminal Justice. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- A doctorate in Criminology, Criminal Justice or related field at the time of

appointment from an accredited doctoral program (ABD considered with appointment at rank of Instructor unless doctorate is completed by August 2015);

- Excellent written and oral communication skills; and,
- Demonstrated commitment to serving culturally, ethnically and linguistically-diverse communities.

Preferred Qualifications:

- Ph.D. in Criminology or Criminal Justice (Ph.D.s and applied doctoral degrees in other social-science disciplines may be considered);
- Areas of specialization in one or more of the following areas: cybercrime, intelligence analysis, and crime analysis (candidates with expertise in other areas will be considered);
- University teaching experience;
- A record of scholarly activity (e.g., publications and presentations at professional conferences). Acceptable publications and presentations are those that have been externally-reviewed for appropriateness (e.g., peer-reviewed journal articles and conference presentations, edited book chapters or books). Self-published material will not qualify; and,
- Evidence of university and professional service, especially with underserved populations.

For full consideration, applications must be received by **September 30, 2014** for an August 2015 appointment. To apply, go to <http://hosted.ccsu.edu/hrat/index.php?job=79>. No hard or emailed applications accepted.

For more information, contact Dr. Reginald Simmons at simmonsred@ccsu.edu.



CCSU HR Applicant Tracking System

Click to Opportunities
 Instructional Faculty
 (C15-031) - Manufacturing/Construction Mgmt: Assistant/Associate Professor (C15-031)

Position Information	Job Description
Category: Instructional Faculty Date Posted: 2014-02-02 Contact Person: Dr. Ray Peters, J Email: rpeters@ccsu.edu	<p>Job Description</p> <p>Central Connecticut State University's Department of Manufacturing & Construction Management seeks applicants for one tenure-track Assistant/Associate Professor position. Primary responsibilities include teaching undergraduate and graduate courses that may include construction equipment, construction safety and construction field operations. Other responsibilities include developing and teaching a research or professional practice course and applying for grants leading to scholarly development and include American Council for Construction Education (ACCE) standards, student recruitment, retention, advising and job placement; participating and leading in service activities for the university and local community. Candidates are expected to be committed to multiculturalism and working with a diverse student body.</p> <p>Required Qualifications:</p> <ul style="list-style-type: none"> • Ph.D. in Construction Management, Construction Engineering, Civil Engineering, Architectural Engineering or closely related disciplines (Completion of the Ph.D. is required within five years of hire) • Five years of full-time professional experience in the construction industry • Commitment to teaching scholarly domain student body • Excellent oral and written communication skills <p>Preferred Qualifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Construction Management or Construction Engineering • Two years of teaching experience at the university level • Demonstrated ability as a graduate teaching or supervising graduate students in applied research • Three years of construction industry experience in the U.S. • Proficiency in current construction industry computer applications software, particularly with data applications used in field operations • Current record of scholarly activities, research and publications • Professional certification or licensure <p>The University, CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. CCSU is a public institution and a member of the American Association of State Colleges and Universities (AACSU). CCSU is ranked in the top 100 in the nation for its commitment to students' "Study with a Dream." CCSU is a "Global" The Princeton Review ranked CCSU as one of "The Best National Colleges." CCSU serves approximately 14,200 students - 8,500 undergraduates, and 4,700 graduates. CCSU is fully diverse more than 90 percent of students are of traditional ethnicity heritage. Visit our website at www.ccsu.edu.</p> <p>This Community, CCSU is located in New Britain, a city of over 70,000, with a 13,000-acre to be state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the Ballet, and an excellent park system. The University is approximately 100 hours (by car) from both Boston and New York City.</p> <p>Application & Appointment: For all construction applications should be received by February 2, 2015. Anticipated start date is August 2015. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, click on Apply Now and submit the following in a single pdf file:</p> <ul style="list-style-type: none"> • Letter of internal addressing qualifications for the position • Current curriculum vitae • Names of three professional references with addresses, email addresses and telephone numbers • Unofficial transcripts • Doctoral candidates: Submit letter from thesis advisor stating a proposed date of completion <p>No e-mail or hard copies will be accepted. Please indicate any personally identifiable information (e.g., Social Security Number) on any documents if included.</p> <p>For more information, contact Dr. Ray Peters, J, Search Chair, at (860) 832-1331 or rpeters@ccsu.edu.</p>

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Job Search

MANUFACTURING & CONSTRUCTION MANAGEMENT: ASSISTANT/ASSOCIATE PROFESSOR [#C15-031]

Central Connecticut State University in Connecticut

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Deadline February 02, 2015
Date Posted December 10, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Department of Manufacturing & Construction Management seeks applicants for one tenure-track Assistant/Associate Professor position. Primary responsibilities include teaching undergraduate and graduate courses that may include construction supervision, construction safety and construction field operations. Other responsibilities include: developing and sustaining a research agenda, publishing professional papers and applying for grants; assisting in curriculum development that meets American Council for Construction Education (ACCE) standards; student recruitment/retention activities; advising and job placement; participating and leading service activities for the university and local community. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

www.ctcc.edu/C15-031

Manufacturing/Construction Mgmt: Assistant/Associate Professor (C15-031), Central Connecticut State University, United States | scholarjobs.net

Manufacturing/Construction Mgmt: Assistant/Associate Professor (C15-031)
 Central Connecticut State University, United States

Back Email

QUICK INFORMATION

Listed: 10 months ago
 Location: New Britain, CONNECTICUT
 Deadline: 02 Feb 2015

Central Connecticut State University's Department of Manufacturing & Construction Management seeks applicants for one tenure-track Assistant/Associate Professor position. Primary responsibilities include teaching undergraduate and graduate courses that may include construction supervision, construction safety and construction field operations. Other responsibilities include: developing and sustaining a research agenda, publishing professional papers and applying for grants; assisting in curriculum development that meets American Council for Construction Education (ACCE) standards; student recruitment/retention activities; advising and job placement; participating and leading service activities for the university and local community. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Construction Management, Construction Engineering, Civil Engineering, Architectural Engineering or closely related disciplines (completion of the Ph.D. is required within two years of hire)
- Two years of full-time professional experience in the construction industry
- Commitment to serving culturally diverse student body
- Excellent oral and written communication skills

Preferred Qualifications:

- Bachelors or Master's degree in Construction Management or Construction Engineering.
- Two years of teaching experience at the university level
- Demonstrated ability or potential for guiding undergraduate and graduate students in applied research,
- Three years of construction industry experience in the U.S
- Proficiency in current construction industry computer applications software, particularly with those applications used in field operations
- Current record of scholarly activities, research and publications
- Professional certification or licensure

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Required Qualifications:

- Ph.D. in Construction Management, Construction Engineering, Civil Engineering, Architectural Engineering or closely related disciplines (completion of the Ph.D. is required within two years of hire)
- Two years of full-time professional experience in the construction industry
- Commitment to serving culturally diverse student body
- Excellent oral and written communication skills

Preferred Qualifications:

- Bachelors or Masters degree in Construction Management or Construction Engineering.
- Two years of teaching experience at the university level
- Demonstrated ability or potential for guiding undergraduate and graduate students in applied research.
- Three years of construction industry experience in the U.S
- Proficiency in current construction industry computer applications software, particularly with those applications used in field operations
- Current record of scholarly activities, research and publications
- Professional certification or licensure

For full consideration applications should be received by February 2, 2015. For
<http://scholarjobs.net/jobs/5000282340-01>

1/12/2015 Manufacturing/Construction Mgmt: Assistant/Associate Professor (C15-031), Central Connecticut State University, United States | scholarjobs.net
 Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,200 students - 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 20 percent of students are of traditional minority heritage. Visit our web site at <http://www.ccsu.edu/>.

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Application & Appointment: For full consideration applications should be received by February 2, 2015. Anticipated start date is August 2015. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, click on [Apply Now](#) and submit the following in a single pdf file:

- Letter of interest addressing qualifications for the position.
- Current curriculum vitae
- Names of three professional references with addresses, email addresses and telephone numbers
- Unofficial transcripts
- Doctoral candidates: Submit letter from thesis advisor stating anticipated date of completion

No emailed or hard copies will be accepted. Please redact any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information, contact Dr. Ray Perreault Jr., Search Chair, at (860) 832-1836 or perreault@ccsu.edu.

Application deadline: 02 Feb 2015

Central Connecticut State University

- **FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]**

Central Connecticut State University

- **SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]**

Central Connecticut State University

- **ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]**

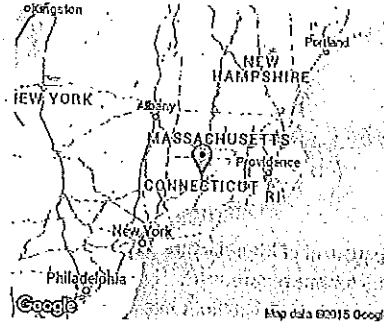
Central Connecticut State University

How To Apply

You can apply for this position online at <http://hrat.ccsu.edu/index.php?job=104>

more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=104>

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Central Connecticut State University

- **JOURNALISM: ASSISTANT PROFESSOR [#C16-007]**



C15-035

Work of Faculty
[015-035] - Designer/Assistant Professor

Position Information
Category: Instructional Faculty
Department: 2015-035
Division: Design Director
Work Location: [Redacted]

Job Description
Central Connecticut State University is seeking a highly motivated and creative individual to join our team as a Designer/Assistant Professor. The successful candidate will be responsible for the design and development of new and existing courses, as well as the design and development of new and existing programs. The successful candidate will also be responsible for the design and development of new and existing programs. The successful candidate will also be responsible for the design and development of new and existing programs.

Required Qualifications
• Master's degree in Graphic Design, Visual Design or related field
• Ability to teach and supervise students
• Proficiency in Adobe Creative Suite (Illustrator, Photoshop, InDesign, etc.)
• Experience in the design and development of new and existing programs

Preferred Qualifications
• Three years of teaching experience in the college level including but not limited to design courses
• Experience in the design and development of new and existing programs
• Experience in the design and development of new and existing programs
• Experience in the design and development of new and existing programs

The University, CCSU, is an equal opportunity institution. The University is committed to the principle of equal opportunity for all individuals. The University is committed to the principle of equal opportunity for all individuals. The University is committed to the principle of equal opportunity for all individuals.

The University is located in New Britain, a city of over 100,000, which is centrally located in the state of Connecticut. The University is centrally located in the state of Connecticut. The University is centrally located in the state of Connecticut.

Applicants should submit a cover letter, resume, and portfolio to the Human Resources Department, Central Connecticut State University, 100 North Main Street, New Britain, CT 06110. The Human Resources Department, Central Connecticut State University, 100 North Main Street, New Britain, CT 06110.

Equal Opportunity Statement
Central Connecticut State University is an equal opportunity institution. The University is committed to the principle of equal opportunity for all individuals. The University is committed to the principle of equal opportunity for all individuals. The University is committed to the principle of equal opportunity for all individuals.

Central Connecticut State University 2015 Release Document - Job Applicant Tracking System



C15-036

Work of Faculty
[015-036] - Communication Assistant Professor (Digital Media Production)

Position Information
Category: Instructional Faculty
Department: 2015-036
Division: Design Director
Work Location: [Redacted]

Job Description
Central Connecticut State University is seeking a highly motivated and creative individual to join our team as a Communication Assistant Professor (Digital Media Production). The successful candidate will be responsible for the design and development of new and existing courses, as well as the design and development of new and existing programs. The successful candidate will also be responsible for the design and development of new and existing programs.

Required Qualifications
• Master's degree in Communication, Digital Media Production or related field
• Ability to teach and supervise students
• Proficiency in Adobe Creative Suite (Illustrator, Photoshop, InDesign, etc.)
• Experience in the design and development of new and existing programs

Preferred Qualifications
• Three years of teaching experience in the college level including but not limited to design courses
• Experience in the design and development of new and existing programs
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• Experience in the design and development of new and existing programs

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The University is located in New Britain, a city of over 100,000, which is centrally located in the state of Connecticut. The University is centrally located in the state of Connecticut. The University is centrally located in the state of Connecticut.

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Job Search Results

MODERN LANGUAGES: ASSISTANT PROFESSOR (FRENCH) [#C15-037]

Central Connecticut State University in Connecticut

- Save
- Print

Deadline January 30, 2015
Date Posted December 3, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Modern Languages department invites applications for a full-time, tenure-track, Assistant Professor beginning Fall 2015. The successful candidate will teach undergraduate and graduate courses in French at different levels and Humanities when needed, and contribute actively and effectively to student growth, service, and scholarship.

Required Qualifications:

- Ph.D. in French (ABD—completion within a year will be considered) (specialization open);
- Teaching experience of French at different levels;
- Native or near-native proficiency in French;
- Evidence of scholarly activity (specialization open); and,

<https://hrat.ccsu.edu/index.php?job=97>

12/4/2014

Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Record of research applicable to teaching French language, and Francophone literature and/or culture;
- Focus on the diversity of French speaking countries; and,
- Experience with study-abroad programs and/or International Studies.

For full consideration, applications must be received by **January 30, 2015**. For more information and to begin the application process, go to our website: <http://hrat.ccsu.edu/index.php?job=97>.

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C15-037



Back to Opportunity
Assistant Professor
[#C15-037] - Modern Languages Assistant Professor (French)

Position Information

Category
Effective Date
Expires
Created By
Last Modified

Job Description

Central Connecticut State University's Modern Languages department invites applications for a full-time, tenure track, Assistant Professor beginning Fall 2015. The successful candidate will teach undergraduate and graduate courses in French at different levels and Humanities when needed, and contribute actively and effectively to student growth, service, and scholarship.

Required Qualifications

- Ph.D. in French (ABD—completion within a year will be considered) (specialization open);
- Teaching experience of French at different levels;
- Native or near-native proficiency in French;
- Evidence of scholarly activity (specialization open); and,

Preferred Qualifications

- Record of research applicable to teaching French language, and Francophone literature and/or culture;
- Focus on the diversity of French speaking countries; and,
- Experience with study-abroad programs and/or International Studies.

The University of Connecticut is an affirmative action and equal opportunity employer. We are an equal opportunity institution. Minorities and women are encouraged to apply. The University of Connecticut is an affirmative action and equal opportunity employer. We are an equal opportunity institution. Minorities and women are encouraged to apply.

For more information, contact the Public Services Unit at 860-439-2344 or hr@ccsu.edu.

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Central Connecticut State University 2014 Human Resources - HR Applicant Tracking System

C15-038

Health Operations
Instructional Faculty
1514-0388 - Health & Organizational Assessment Assistant Professor

Position Information

Category: Instructional Faculty
Code: 1514-0388
Career Pathway: Academic
Work-site: Health & Organizational Assessment
Phone: 503-425-2528

Job Description

General Description: This position is part of the Department of Health & Organizational Assessment and is responsible for the effective and efficient management of the department's academic programs. The position holder will be responsible for the development, implementation, and evaluation of the department's academic programs and will also be responsible for the management of the department's academic resources. The position holder will also be responsible for the development, implementation, and evaluation of the department's academic programs and will also be responsible for the management of the department's academic resources.

Required Qualifications

- Ph.D. in Health & Organizational Assessment or a related field with a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.
- Demonstrated teaching experience.
- Evidence of successful research accomplishments.
- Good communication, leadership, and organizational skills.

Preferred Qualifications

- Ph.D. in Health & Organizational Assessment or a related field with a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.
- Demonstrated teaching experience.
- Evidence of successful research accomplishments.
- Good communication, leadership, and organizational skills.

Education

The OCSUHR requires that the OCSUHR Health & Organizational Assessment Assistant Professor hold a Ph.D. in Health & Organizational Assessment or a related field with a minimum of 5 years of professional experience in the field of Health & Organizational Assessment. The OCSUHR also requires that the OCSUHR Health & Organizational Assessment Assistant Professor hold a Ph.D. in Health & Organizational Assessment or a related field with a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.

Experience

The OCSUHR requires that the OCSUHR Health & Organizational Assessment Assistant Professor have a minimum of 5 years of professional experience in the field of Health & Organizational Assessment. The OCSUHR also requires that the OCSUHR Health & Organizational Assessment Assistant Professor have a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.

Skills

- Good communication, leadership, and organizational skills.
- Evidence of successful research accomplishments.
- Demonstrated teaching experience.
- Ph.D. in Health & Organizational Assessment or a related field with a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.

Other

The OCSUHR requires that the OCSUHR Health & Organizational Assessment Assistant Professor have a minimum of 5 years of professional experience in the field of Health & Organizational Assessment. The OCSUHR also requires that the OCSUHR Health & Organizational Assessment Assistant Professor have a minimum of 5 years of professional experience in the field of Health & Organizational Assessment.

For more information

contact the OCSUHR Human Resources Department at 503-425-2528 or visit our website at www.oahu.edu/hr.

OCSUHR Human Resources Department - Job Applicant Tracking System

MANUFACTURING/CONSTRUCTION MANAGEMENT: ASSISTANT/ASSOCIATE PROFESSOR [#C15-041]

Central Connecticut State University in Connecticut

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Deadline February 02, 2015
Date Posted December 16, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Manufacturing & Construction Management Department invites applications for a full-time tenure-track Assistant or Associate Professor beginning Fall 2015. Rank will be determined based on education and experience. The successful candidate will teach undergraduate and graduate courses in manufacturing and technology management and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Duties include:

- Teaching all levels of lecture and laboratory courses in manufacturing and

https://hrat.ccsu.edu/index.php?job=112

- Demonstrated knowledge of Quality Management, Supply Chain Management, Project Management, and/or Lean Management as related to manufacturing
- Demonstrated skills in the use of software relevant to the identified knowledge areas
- Industry work experience
- Evidence of teaching experience at the college level

For full consideration, applications must be received by **February 2, 2015**. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=112>

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technology management

- Participate in curriculum development for undergraduate and graduate programs;
- Advising of undergraduate students and graduate students
- Support of extracurricular student activities, clubs and competitions
- Developing an agenda of scholarly activities appropriate to the discipline
- Commitment to serving a culturally diverse student body
- Participation and service activities for the university, the profession, and program accreditation activities

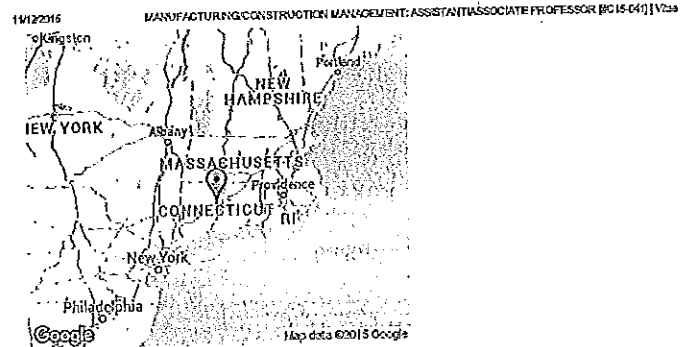
Equivalent combination of training and experience may be considered.

Required Qualifications:

- Ph.D. in Quality Engineering, Technology Management or Engineering Management or Industrial Engineering or closely related discipline (or expected completion of the Ph.D. degree within one year of hire; to be hired at the rank of assistant professor rank)
- Excellent interpersonal, oral, and written communication skills
- Evidence of scholarly activity
- Commitment to serving culturally diverse communities

Preferred Qualifications:

https://hrat.ccsu.edu/index.php?job=112



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Jobs at Central Connecticut State University

- **CHIEF INFORMATION OFFICER**
Central Connecticut State University
- **JOURNALISM: ASSISTANT PROFESSOR [#C16-007]**
Central Connecticut State University
- **FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]**
Central Connecticut State University
- **SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]**
Central Connecticut State University
- **ACCOUNTING: ASSISTANT/ASSOCIATE**

SOCIOLOGY: ASSISTANT PROFESSOR

[#C15-045]

Central Connecticut State University in Connecticut

- [Save](#)
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Deadline January 25, 2015
Date Posted December 5, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

The Department of Sociology seeks a broadly trained sociologist with demonstrated teaching excellence and a commitment to scholarship for a tenure-track Assistant Professor position beginning August 2015. The successful candidate will teach undergraduate courses in Sociology and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

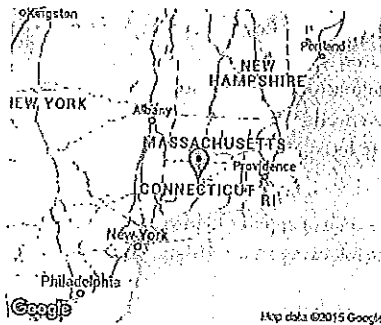
- Ph.D. in Sociology is required at the time of appointment with a teaching and research focus in one or more of the following areas: Urban, Youth, GLBT studies or Popular Culture
- Demonstrated teaching excellence

- Demonstrated commitment to serving a culturally diverse student body
- Commitment to scholarship

Preferred Qualifications: Additional consideration will be given to candidates who can contribute to the one or more of the university's interdisciplinary programs in Caribbean studies, Latin American studies, Latin studies, African-American studies, African studies, or Women, Gender and Sexuality Studies.

For full consideration, applications must be received by **January 25, 2015**. To begin the application process, go to <http://hrat.ccsu.edu/index.php?job=99>.

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http://chronicle.com/jobs/000062133-011644js

1/1

http://chronicle.com/jobs/000062133-011644js

1/1/2015

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12/2015

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Back to Opportunities
 Instructional Faculty
 [C15-041] - Manufacturing/Construction Mgmt: Assistant/Associate Professor

Position Information

Category: Instructional Faculty
Post Date: 2015-02-02
Contact Person: Dr. Paul Reschke
Email: reschke@ccsu.edu
Phone: (860) 832-1834

Job Description

Central Connecticut State University's Manufacturing & Construction Management Department invites applications for a full-time, tenured-track Assistant Professor of Engineering (Job #215). Rank will be determined based on education and experience. The successful candidate will teach undergraduate and graduate courses in manufacturing and technology management and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Duties include:

- Teaching at levels of lecture and laboratory courses in manufacturing and technology management
- Participate in curriculum development for undergraduate and graduate programs
- Advise of undergraduate students and graduate students
- Engaged in research and/or service activities, either on or off campus
- Developing an agenda of scholarly activities appropriate to the discipline
- Commitment to serving a culturally diverse student body
- Participation and service activities for the university, the profession, and program across the state

Equivalent combination of training and experience may be considered.

Required Qualifications:

- Ph.D. in Quality Engineering, Technology Management or Engineering Management or Industrial Engineering or closely related discipline (or equivalent completion of the Ph.D. degree within one year of hire) to be listed at the rank of assistant professor or rank
- Excellent interpersonal, oral, and written communication skills
- Evidence of scholarly activity
- Commitment to serving a culturally diverse community

Preferred Qualifications:

- Demonstrated knowledge of Quality Management, Supply Chain Management, Project Management, and/or Lean Management as related to manufacturing
- Demonstrated skills in the use of software related to the identified knowledge areas
- Industry work experience
- Evidence of teaching experience at the college level

The University, CCSU is one of the state's universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is more than a place; it's a tradition. The University's commitment to students "Start with a class. Finish with a career." The Princeton Review selected CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 18,200 students - 8,650 undergraduates, and 9,550 graduates. CCSU is distinguished by more than 20 percent of students are of traditional minority heritage. Visit our website at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of some 76,000, with a 30-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Park City Grounds (a professional baseball, two basketball, and an ice hockey arena). The University is approximately 100 miles from New York City.

Application & Appointment: For full consideration, applications must be received by February 4, 2015. Salary and rank are commensurate with education and experience. To begin the application process, click on the Apply Now button and scroll to the following information and to the order given below:

- Letter of interest addressing all the qualifications for the position
- Current curriculum vitae
- Names of three current professional references with mail and e-mail addresses, and phone numbers
- Unexpired copies of transcripts (noted SSN)
- A30 credentials, including a notarized affidavit of being a legal resident of Connecticut

No unexpired or back copies will be accepted. Please include any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information, contact Dr. Paul Reschke, Search Committee Chair, at (860) 832-1834 or reschke@ccsu.edu.



Sociology
Sociology: Assistant Professor

Position Information
Category:
Instructional Faculty
Dist: 01-01
2015-01-25
Contact Person:
Dr. Beth Menendez
Email: menendezb@ccsu.edu

Job Description
The Department of Sociology seeks a broadly trained sociologist with demonstrated teaching excellence and a commitment to scholarship for a tenure-track Assistant Professor position beginning August 2015. The successful candidate will teach undergraduate courses in Sociology and contribute to the department's efforts to attract, retain, and support students. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Sociology is required at the time of appointment with a teaching and research focus in one or more of the following areas: Crime, Youth, GUT studies or Popular Culture
- Demonstrated teaching excellence
- Demonstrated commitment to serving a culturally diverse student body
- Commitment to scholarship

Preferred Qualifications: Additional consideration will be given to candidates who can contribute to one or more of the university's interdisciplinary programs in Caribbean studies, Latin American studies, Latino studies, African American studies, Asian studies, or Women, Gender and Society Studies.

The University: CCSU is one of four universities in the Connecticut State University System. Ranked professor and a wide array of academic programs prepare students for success in a globalized world. CCSU's motto is *Learn from a scholar, be inspired by a leader*. The University's commitment to excellence is reflected in its status as a member of the Association of Public and Land-grant Universities (APLU) and the Association of State Universities and Colleges (ASUC). CCSU is a member of the Association of State Universities and Colleges (ASUC). CCSU is a member of the Association of State Universities and Colleges (ASUC).

The Community: CCSU is located in New Britain, a city of some 70,000, with a 120-acre campus in the heart of the city. The campus is home to the nationally recognized New Britain Museum of American Art and offers a range of student opportunities, including the New Britain Symphony Orchestra, the Parkers, and an extensive park system. The University is approximately 2 hours by car from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by January 25, 2015 for an August 2015 appointment. Salary and rank are commensurate with education and experience. ASD candidates will be hired at the full professor rank. Incomplete applications will be considered. For more information and to begin the application process, click on the Application icon below the following:

- Letter of Interest and teaching specifications for the position
- Current curriculum vitae including the name, address, telephone numbers of three current professional references
- Evidence of teaching ability may include sample syllabi and assignments, student evaluations, and a statement of teaching philosophy that specifically addresses teaching students with diverse needs and backgrounds
- Writing sample and/or recent publications
- Up to three letters of recommendation to be sent to Dr. Beth Menendez, Search Committee Chair

With the exception of letters of recommendation sealed or hard copies will be accepted. Please include any personally identifiable information (e.g., Social Security Number) from any documents submitted.

For more information, contact Dr. Beth Menendez (menendezb@ccsu.edu) or Dr. John O'Connor (occonnorj@ccsu.edu). Mail letters of recommendation to CCSU, Sociology Department - 6 South PO Box 5445, 117, 11155 Stanley Street, South Kolosova Hall, New Britain, CT, 06003.

Please note: CCSU is currently advertising for two positions in Sociology with a closing date of January 25, 2015. If a candidate elects to apply for both positions, all job application materials must be submitted separately.

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<http://hrat.ccsu.edu/index.php?job=98>



PSYCHOLOGICAL SCIENCE ASSISTANT PROFESSOR [#C15-046] | View

PSYCHOLOGICAL SCIENCE: ASSISTANT PROFESSOR [#C15-046]

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline January 25, 2015
Date Posted December 4, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Department of Psychological Science invites applications for a full-time tenure-track Assistant Professor in the area of Industrial and Organizational Psychology. We seek a candidate who is committed to working with diverse communities and possesses the skills needed to mentor students of color and other underserved populations. Teaching responsibilities will include undergraduate courses, such as I/O psychology, introduction to psychology, research methods, and/or advanced undergraduate or graduate-level courses in the candidate's area of expertise. The regular teaching load is 12 hours per semester with some evening classes required.



Required Qualifications:

Ph.D. in Psychology with specialization in Industrial/Organizational Psychology, or related field by the date of appointment (ABD will be hired at the instructor level)

11

11/22/2015 PSYCHOLOGICAL SCIENCE ASSISTANT PROFESSOR [#C15-046] | View

- Evidence of active research (e.g., publications and presentations at professional conferences)
- A programmatic research plan
- Evidence of effective teaching
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- College-level teaching experience
- A demonstrated ability to work with a diverse student population.

Application & Appointment: For full consideration, applications must be received by **January 25, 2015**. For more information and to begin the application process, go to our website: <http://hrat.ccsu.edu/index.php?job=98>

CCSU is an affirmative action and equal opportunity employer.

[Job Search](#)**ART: ASSISTANT PROFESSOR [#C15-048]**

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline January 15, 2015
Date Posted December 17, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Art Department invites applications for a full-time tenure-track Assistant Professor in the Photography/Video/ New Media beginning August 2015. The successful candidate will teach undergraduate and graduate courses in and contribute actively and effectively to student growth, service, and scholarship.

The CCSU Art Department offers an undergraduate BA in Art, a BS in Art Education, a Post Baccalaureate Art Education Certification and an MS in Art Education. The Art Department is searching for an individual who can build the area of Photography, Video, digital art making and New Media while addressing the needs of our BA Art, BS Art Education along with Non Art majors in General Education courses. Candidates are expected to be committed to multiculturalism and working with a diverse student body. For

information about the Art Department go to
<http://www.art.ccsu.edu/programs.htm>.

Required Qualifications:

- MFA in Photo/Video and or New Media
- Record of regional, national exhibitions Teaching experience
- Two years of higher education teaching experience post graduate school
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preference will be given to candidates who have public school art education K-12 experience and/or have taught children in art programs that serve a multicultural, urban population.

For full consideration, applications must be received by **January 15, 2015**. For more information and to begin the application process, go to <https://hrat.ccsu.edu/index.php?job=117>

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[Job Search](#)**GEOGRAPHY: ASSISTANT PROFESSOR [#C15-050]**

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline January 16, 2015
Date Posted December 11, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

The Geography Department of Central Connecticut State University (CCSU) seeks candidates for a tenure-track Assistant Professor position in Geography/Planning beginning Fall 2015. The successful candidate will teach introductory and advanced level courses in geography, planning, and sustainable development, particularly the economic pillar of sustainability. The successful candidate will also mentor students, supervise student internships and graduate theses, and contribute to the departments service and outreach activities. A strong commitment to teaching and an active program of research and publication are expected. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

- Teaching experience in geography/planning and/or sustainable planning/development
- Ability to teach introductory and advanced level courses in geography/planning and/or sustainable planning/development
- Demonstrate potential for excellence in teaching and research aimed at solutions to problems in planning
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

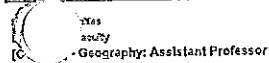
- Practical/outreach in planning and community development
- Expertise in one or more of the following: land development, comprehensive planning, growth management, infrastructure systems, coastal planning, community resilience, climate change, or hazard mitigation
- Research interests in planning in diverse communities

For full consideration, applications must be received by **January 16, 2015**. For more information and to begin the application process, go to <http://hrat.ccsu.edu/index.php?job=107>

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Required Qualifications:

- Ph.D. in geography, planning, sustainability or closely related field (ABD considered at the instructor rank)



Position Information

Category:
Instructional Faculty
Deadline:
2015-01-15
Contact Person:
Dr. Brian Sommers
Email: sommersb@ccsu.edu

Job Description

The Geography Department of Central Connecticut State University (CCSU) seeks candidates for a tenure-track Assistant Professor position in Geography starting beginning Fall 2015. The successful candidate will teach introductory and advanced level courses in geography, planning, and sustainable development, participate in community planning, and contribute to the department's service and outreach activities. A strong commitment to teaching and an active program of research and publication are expected. Candidates are expected to be committed to teaching and working with a diverse student body.

Required Qualifications

- PhD in geography, planning, a related field (AOI considered at the instructor rank)
- Teaching experience in geography/planning and/or sustainable planning/development
- Ability to teach introductory and advanced level courses in geography/planning and/or sustainable planning/development
- Demonstrate potential for excellence in teaching and research (lead at least one problem in planning)
- Committed to serving a culturally diverse student body

Preferred Qualifications

- Practiced research in planning and community development
- Experience in one or more of the following: land development, comprehensive planning, growth management, infrastructure systems, economic planning, community relations, climate change, or transit integration
- Research interests in planning in diverse communities

The Geography Department of the CCSU Geography Department provides a position in environmental studies, GIS, planning, regional studies, and urban and regional. The geography department is the largest in New England with approximately 200 undergraduate majors and 50 graduate students. The graduate program offers two degrees: a Master of Science in Geography and Master of Science in Geography with a specialization in Global Sustainability.

The University (CCSU) is one of the state's leading institutions with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. The Princeton Review ranked CCSU as one of "The Best Northeastern Colleges." CCSU serves approximately 12,000 students (8,000 undergraduates and 4,000 graduates). CCSU is widely diverse: more than 50 percent of students are of non-white ethnicity heritage. Visit our website at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of over 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is one of the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the theater, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For all consideration, applications must be received by January 16, 2015. Salary and rank are commensurate with education and experience. To begin the application process, click on the Apply Now button and submit the following:

- Letter of interest addressing qualifications for the position
- Current curriculum vitae including the names, addresses, telephone numbers of three current professional references
- Evidence of teaching ability, including sample syllabi and assignments, student evaluations, and a statement of teaching philosophy that specifically addresses teaching students with diverse needs and backgrounds
- Unofficial transcripts

Hard or metal copies will not be accepted. Please make sure your Social Security Number is not listed on any documents submitted.

Questions may be directed to Dr. Brian Sommers, Search Committee Chair, at sommersb@ccsu.edu or Cynthia Pica, Department Chair at pica@ccsu.edu.

C15-052



Back to Applicant Tracking System
Public History Assistant/Associate Professor

Position Information
Category
Education
Degree
Department
Contact Person
Dr. Leah Glanz

Job Description

Central Connecticut State University's History Department invites applications for a full-time tenure-track Assistant Professor to teach Public History beginning in Fall 2015. Among the desired qualifications are a Ph.D. in Public History or related field, a minimum of three years of postdoctoral experience, and a demonstrated commitment to teaching and research. The position supports an established public history program that works in partnership with the local, national, and international historical societies, including the Connecticut State Library, Connecticut Historical Society, Connecticut State Historic Preservation Office, Connecticut Historical Society, and the National Park Service. Successful candidates will be expected to develop and teach courses in public history, as well as to engage in research and to contribute to the public history community.

Required Qualifications

- Ph.D. in History, American Studies, Museum Studies, African American Studies, Urban Studies, Ethnic Studies, Cultural Studies, Public History or related discipline (completion of Ph.D. required by August 24, 2015)
- Evidence of effective teaching
- Evidence of scholarly activity and achievement
- Experience with and commitment to national, state, or local public history organizations and
- Commitment to serving a culturally diverse student body.

Preferred Qualifications

- College-level teaching experience, and
- Professional experience in Public History.

For full consideration, applications must be received by January 15, 2015. For more information and to begin the application process, please visit our website: <http://www.ccsu.edu/hist/job/2015>

Central Connecticut State University 2014 Interview Announcements - All Applicant Tracking System

<http://hr.ccsu.edu/index.php?job=96>

12/4/2014

H-Net Job Guide

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H-Net Job Guide

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C15-052

Central Connecticut State University, History
Assistant/Associate Professor Public History

Position Type: **Assistant/Associate Professor**
Location: **Waterbury, Connecticut**
Position: **Assistant Professor**

Central Connecticut State University's History Department invites applications for a full-time tenure-track Assistant/Associate Professor to teach Public History beginning in Fall 2015. Among the desired qualifications are a Ph.D. in Public History or related field, a minimum of three years of postdoctoral experience, and a demonstrated commitment to teaching and research. The position supports an established public history program that works in partnership with the local, national, and international historical societies, including the Connecticut State Library, Connecticut Historical Society, Connecticut State Historic Preservation Office, Connecticut Historical Society, and the National Park Service. Successful candidates will be expected to develop and teach courses in public history, as well as to engage in research and to contribute to the public history community.

The position supports an established public history program that works in partnership with the local, national, and international historical societies, including the Connecticut State Library, Connecticut Historical Society, Connecticut State Historic Preservation Office, Connecticut Historical Society, and the National Park Service. Successful candidates will be expected to develop and teach courses in public history, as well as to engage in research and to contribute to the public history community.

Required Qualifications

- Ph.D. in History, American Studies, Museum Studies, African American Studies, Urban Studies, Ethnic Studies, Cultural Studies, Public History or related discipline (completion of Ph.D. required by August 24, 2015)
- Evidence of effective teaching
- Evidence of scholarly activity and achievement
- Experience with and commitment to national, state, or local public history organizations and
- Commitment to serving a culturally diverse student body.

Preferred Qualifications

- College-level teaching experience, and
- Professional experience in Public History.

For full consideration, applications must be received by January 15, 2015. For more information and to begin the application process, please visit our website: <http://www.ccsu.edu/hist/job/2015>

Contact: **Dr. Leah Glanz**

Search Consultant: **Cheryl**
cheryl@h-net.org
Website: http://www.h-net.org/job_display.php?job=96
Primary Category: **Public History**
Secondary Category: **African American History / Studies**
Public History Studies
Urban History / Studies
Posting Date: **12/03/14**
Closing Date: **01/15/2015**



Job Search

TEACHER EDUCATION: ASSISTANT PROFESSOR Elementary Education [#C15-053]

Central Connecticut State University in Connecticut

- Save
- Print

Deadline February 16, 2015
Date Posted December 18, 2014
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Teacher Education department invites applications for an Assistant Professor of Elementary Education with expertise in the needs of one or more of the following: Bilingual, ELL, Multicultural, Critical and/or Aesthetic Education. The successful candidate will teach pre-service undergraduate and graduate students on-site in schools and on campus, and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to compassion, creativity, multiculturalism and working with a diverse student body.

Required Qualifications:

- Completed doctorate in elementary education or related discipline
- Commitment to serving culturally, ethnically, and linguistically diverse communities

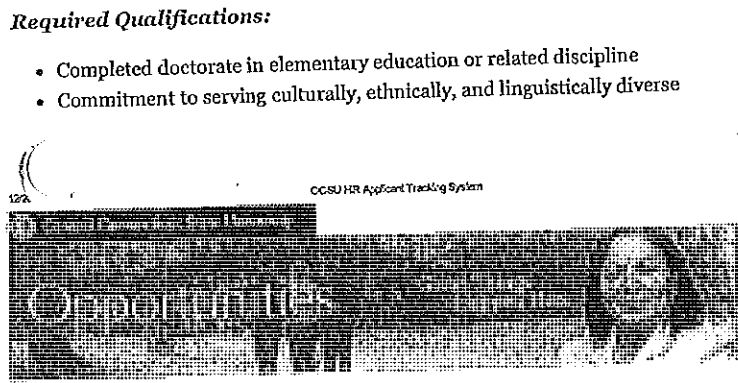
- University level teaching experience
- Clearly articulated scholarly agenda
- Successful experience teaching in public elementary education settings demonstrating innovation and creativity

Preferred Qualifications:

- Familiar with directing community engagement projects
- Demonstrated ability to address the needs of all children, including those in poverty

For full consideration, applications must be received by **February 16, 2015**. For more information and to begin the application process, go to <https://hrat.ccsu.edu/index.php?job=118>

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CCSU HR Applicant Tracking System

Back to Opportunities
 Instructional Faculty
 [C15-053] - Teacher Education: Assistant Professor (Elementary Ed)

Position Information

Category: Instructional Faculty
Deadline: 2015-02-16
Contact Person: Dr. Jose French
Email: jfrench@ccsu.edu

Job Description

Central Connecticut State University's Teacher Education department invites applications for an Assistant Professor of Elementary Education with expertise in the needs of one or more of the following: Bilingual, ELL, Multicultural, Critical and/or Aesthetic Education. The successful candidate will teach pre-service undergraduate and graduate students on-site in schools and on campus, and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to compassion, creativity, multiculturalism and working with a diverse student body.

Required Qualifications:

- Completed doctorate in elementary education or related discipline
- Commitment to serving culturally, ethnically, and linguistically diverse communities
- University level teaching experience
- Clearly articulated scholarly agenda
- Successful experience teaching in public elementary education settings demonstrating innovation and creativity

Preferred Qualifications:

- Familiar with directing community engagement projects
- Demonstrated ability to address the needs of all children, including those in poverty

The University, CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. CCSU is a public university and a state agency. CCSU is a member of the University System of Connecticut. CCSU is a member of the Association of Public Higher Education Institutions (APHEI). CCSU is a member of the Association of Public Higher Education Institutions (APHEI). CCSU is a member of the Association of Public Higher Education Institutions (APHEI).

The Connecticut State College System (CCSU) is located in New Britain, a city of some 70,000, which is 10 miles from the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the opera, and an extensive park system. The University is approximately 60 miles from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by February 16, 2015. Salary and rank are commensurate with education and experience. Incoming applications will be considered. To begin the application process, click on the Apply Now button and complete the following:

- Letter of interest addressing the qualifications for the position
- Current curriculum vitae
- Names of four current professional references with mail and email addresses, and phone numbers

Hard or metal copies will not be accepted. Please make sure your Social Security Number is redacted on any documents submitted.

Questions may be directed to Dr. Jose French, Search Chair, at jfrench@ccsu.edu or (860) 832-2426.

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Portera, Karen A. (Human Resources)

NCAA Market <billing@boxwoodtech.com>
Friday, June 20, 2014 4:40 PM
Portera, Karen A. (Human Resources)
Your receipt

Your job has been posted. It will appear online within the next hour.
Thank you for posting at NCAA Market

Date Posted: Friday, June 20, 2014
Job Package Used: Three Single 30-Day SACN Job Posting Package
Job ID: 6294479
Internal Job ID: #C14-096
Postings Remaining: 0 of 3

Customer Service: 1-888-491-8833 Ext. 1652 (Extension Required)

Note: This is a system-generated e-mail. Please do not respond.

Portera, Karen A. (Human Resources)

NCAA Market <billing@boxwoodtech.com>
Friday, June 20, 2014 4:37 PM
Portera, Karen A. (Human Resources)
Your receipt

Your job has been posted. It will appear online within the next hour.
Thank you for posting at NCAA Market

Date Posted: Friday, June 20, 2014
Job Package Used: Three Single 30-Day SACN Job Posting Package
Job ID: 6294471
Internal Job ID: #C14-096
Postings Remaining: 1 of 3

Customer Service: 1-888-491-8833 Ext. 1652 (Extension Required)

Note: This is a system-generated e-mail. Please do not respond.

HigherEdJobs

Athletics Assistant Football Coaches (F/t and P/t) [#C14-039] - HigherEdJobs

Athletics: Assistant Football Coaches (F/t and P/t) [#C14-039]

Position Deleted on 1/17/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Admin - Athletics and Coaching
Posted:	01/07/2014
Application Due:	01/16/2014
Type:	Full Time

Central Connecticut State University's Athletics Department invites applications for full-time and part-time Assistant Football Coaches. The successful candidates will assist in the organization and administration of all aspects of the football program.

Required Qualifications:

- Bachelor's Degree; and,
- Previous coaching experience in the sport of football.

Preferred Qualifications:

- Master's degree;
- Previous coaching experience and experience in Division I as a coach or student-athlete; and,
- Proven track record of NCAA compliance and academic integrity.

For full consideration, applications must be received by January 16, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs. No hard copies will be accepted.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution's Website

10/22/2015

Assistant Football Coach (FT) [#C14-073] Job

This posting has expired and is no longer available.

Browse Similar Jobs: Sports/Recreation/Fitness

Job Description
Athletics

[C14-073] - Athletics: Assistant Football Coach (Full-Time)

Position Information

Category:
Athletics

Deadline:
2014-03-07

Contact Person:
Steve Vizioli
Email: VizioliS@ccsu.edu
Phone: (860) 832-3078

Job Description

Central Connecticut State University's Athletics Department invites applications for a full-time Assistant Football Coach. The successful candidates will be responsible to assist in the organization and administration of all aspects of the football program.

Responsibilities include, but are not limited to:

- Recruitment and development of student-athletes, ensuring academic progress and graduation;
- Assisting in scheduling and travel arrangements;
- Ensuring compliance with all NCAA, NEC and University rules and regulations; and,
- Participation in fund raising events.

The Assistant Coach will be expected to work cooperatively and effectively with the staff and personnel in the department and University. This position requires an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

CCSU is an NCAA Division I institution competing in the Football Championship Subdivision as a full member of the Northeast Conference and is eligible for the NEC's automatic qualification to the NCAA playoffs. CCSU currently supports 360 student-athletes across 18 intercollegiate programs and has a rich athletics tradition and history of success. Blue Devil Athletics embraces core values of Hard Work, Commitment, Dedication, Determination, Passion, Pride, and Family!

Required Qualifications:

Karen A. (Human Resources)
 From: NCAA Market <billing@boxwoodtech.com>
 Sent: Tuesday, June 24, 2014 4:32 PM
 To: Portera, Karen A. (Human Resources)
 Subject: Your receipt

Your job has been posted. It will appear online within the next hour.
 Thank you for posting at NCAA Market

The charge on your MasterCard statement will appear as "Boxwood Technology, Inc."

Invoice #: 2105254
 Date Posted: Tuesday, June 24, 2014
 Job Package Used: Three Single 30-Day SACN Job Posting Package
 Job ID: 6301597
 Internal Job ID: #C14-098
 Postings Remaining: 2 of 3
 Credit Card: **** *6060
 Charge: \$650.00 USD
 Appears As: Boxwood Technology, Inc.

Type	Date	Amount	Description
Invoice	Jun 24, 2014	\$650.00	Three Single 30-Day SACN Job Posting Package
Receipt	Jun 24, 2014	\$650.00	Paid by MasterCard #6060

Any other charges appear on your statement as "Boxwood Technology, Inc."

Articles
 [C15-062] - Assistant Football Coach (Offensive Coordinator)

Position Information
 Category: Athletics
 Location: 2018-01-23
 Contact Person: Portera, Karen A.
 Email: karen.portera@ccsu.edu

Job Description
 Central Connecticut State University Athletics Department invites applications for an Assistant Football Coach (Offensive Coordinator). The successful candidate will be responsible for assisting in the organization and administration of all aspects of the football program.

Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation, ensuring compliance with all NCAA, NEC and University rules and regulations, assisting in scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in fund raising events. Assistant Coaches will be expected to work cooperatively and effectively with the staff and personnel of the department and University. These positions require a strong sense of personal and professional integrity, an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Preferred Qualifications:
 • Bachelor's degree
 • An understanding of NCAA rules compliance
 • 2 years NCAA Division I or Division II Coaching experience
 • 2 years northeast recruiting experience (ME, NH, MA, CT, NY, NJ)
 • 2 years of coaching quarterbacks or wide receivers

Preferred Qualifications:
 • Master's Degree
 • 2 years of NCAA Division I coaching experience
 • Prior experience with recruiting, skill instruction, practice/game plan development, and administrative responsibilities in the sport of football
 • Excellent organization and communication skills
 • Offensive coordinator experience at the Division I or Division II Level

Central Connecticut State University is an NCAA Division I institution competing in the Football Championship Sub-Division as a full member of the Northeast Conference and is eligible for the NCAA FCS playoffs. CCSU currently supports 360 student-athletes across 18 intercollegiate programs and has a rich athletics tradition and history of success. Blue Devil Athletics embraces core values of Hard Work, Commitment, Dedication, Determination, Passion, Pride, and Family!

Customer Service: 1-888-491-8833 Ext. 1652 (Extension Required)
 Note: This is a system-generated e-mail. Please do not respond.

Athletics: Assistant Football Coach (Offensive Coordinator) [#C15-062] - HigherEdJobs Page 1 of 2

https://hrat.ccsu.edu/index.php?job=124 7/7/2015
 Athletics: Assistant Football Coach (Offensive Coordinator) [#C15-062] - HigherEdJobs Page 2

This position is no longer an active posting on HigherEdJobs

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Athletics: Assistant Football Coach (Offensive Coordinator) [#C15-062] « Position Deleted on 3/04/2015 »

Institution: Central Connecticut State University
 Location: New Britain, CT
 Category: Admin - Athletics and Coaching
 Posted: 02/24/2015
 App. Due: 03/03/2015
 Type: Full Time

This position is no longer an active posting on HigherEdJobs

2 years NCAA Division I or Division II Coaching experience
 2 years northeast recruiting experience (ME, NH, MA, CT, NY, NJ)
 2 years of coaching quarterbacks or wide receivers

Preferred Qualifications:
 • Master's Degree
 • 2 years of NCAA Division I coaching experience
 • Prior experience with recruiting, skill instruction, practice/game plan development, and administrative responsibilities in the sport of football
 • Excellent organization and communication skills
 • Offensive coordinator experience at the Division I or Division II Level

For full consideration, applications must be received by March 3, 2015. For more information and to begin the application process, go to <https://hrat.ccsu.edu/index.php?job=124>.

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Central Connecticut State University's Athletics Department invites applications for an Assistant Football Coach (Offensive Coordinator). The successful candidate will be responsible for assisting in the organization and administration of all aspects of the football program.

Responsibilities include, but are not limited to, recruitment and development of student-athletes, ensuring academic progress and graduation; assisting in scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations and participation in fund raising events. Assistant Coaches will be expected to work cooperatively and effectively with the staff and personnel of the department and University. These positions require a strong sense of personal and professional integrity, an excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Central Connecticut is an NCAA Division I institution competing in the Football Championships subdivision as a full member of the Northeast Conference and is eligible for the NEC's automatic qualification to the NCAA FCS playoffs. CCSU currently supports 360 student-athletes across 18 intercollegiate programs and has a rich athletics tradition and history of success. Blue Devil Athletics embraces core values of Hard Work, Commitment, Dedication, Determination, Passion, Pride, and Family!

Required Qualifications:
 • Bachelor's degree
 • An understanding of NCAA rules compliance

For full consideration, applications must be received by March 3, 2015. For more information and to begin the application process, go to <https://hrat.ccsu.edu/index.php?job=124>.

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STUDENT WELLNESS SERVICES: ASSOCIATE DIRECTOR, COUNSELING [#C14-041]

Central Connecticut State University in Connecticut

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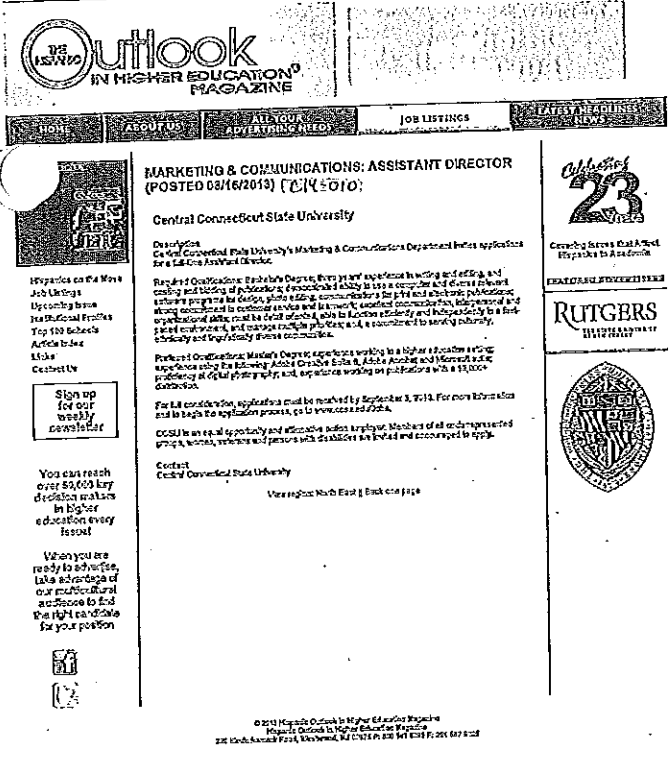
Deadline January 10, 2014
Date Posted December 6, 2013
Type Administrative
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Student Wellness Services invites applications for a full-time *Associate Director, Counseling Services*. Under the supervision of the Director of Student Wellness Services, the successful candidate will oversee the daily operation and clinical management of The Counseling Center which provides students with mental/behavioral health services as part of the integrated Department of Student Wellness Services.

Required Qualifications:

- Masters degree in Psychology, Counseling, Social Work, or other mental health related field;
- Four years of direct counseling experience at a university or college



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MARKETING & COMMUNICATIONS: ASSISTANT DIRECTOR
(POSTED 08/16/2013) [#C14-010]

Central Connecticut State University

Description:
Central Connecticut State University's Marketing & Communications Department invites applications for a full-time position.

Required Qualifications: Graduate Degree; three (3) years' experience in writing and editing, and creating and testing of publications; professional ability to use a computer and design software; strong interpersonal and customer service skills; excellent communication, interpersonal and organizational skills; must be detail oriented; able to function effectively and independently in a fast-paced environment; and manage multiple projects and a commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications: Master's Degree; experience working in a higher education setting; experience using the following Adobe Creative Suite 6, Adobe Acrobat and Microsoft Word; proficiency in digital photography and experience working on publications with a 15,000+ circulation.

For full consideration, applications must be received by September 3, 2013. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Contact:
Central Connecticut State University
New Britain, North East 8 | Box 5363-100

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<http://www.higheredjobs.com/jobs-description/15076/marketing-communications-assist...> 9/13/2013

STUDENT WELLNESS SERVICES: ASSOCIATE DIRECTOR, COUNSELING [#C14-041] | View

- counseling center;
- Currently licensed as a mental health provider by the State of Connecticut or immediate license eligible; and,
 - Commitment to serving a culturally, ethnically and linguistically diverse student body.

Equivalent combination of training and experience may be considered.

Preferred Qualifications:

- Doctorate in Psychology, Counseling, Social Work, or other mental health related field;
- Administrative experience in a college counseling center or equivalent setting;
- Experience as a clinical supervisor;
- Experience in an integrated medical, mental health and health education setting;
- Experience with working with graduate student internships and assistantships;
- Mental health counseling/therapy, assessment, psycho-education assessment and program evaluation experience;
- Electronic health record experience;
- Demonstrated track record of problem-solving, multi-tasking, decision-making, and customer service skills; and,
- Experience working in a collective bargaining environment.

Application & Appointment: For full consideration, applications must be received by **January 10, 2014**. Salary is commensurate with education and experience. For more information and to begin the application process, go to

11/12/2015

VETERANS AFFAIRS: RETENTION ASSISTANT [#C14-041] - HigherEdJobs

HigherEdJobs

VETERANS AFFAIRS: RETENTION ASSISTANT [#C14-040]

Position Deleted on 12/21/2013. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Admin - Admissions and Enrollment
Posted:	11/12/2015
Application Due:	12/20/2013
Type:	Full Time

Central Connecticut State University's Department of Veterans Affairs invites applications for a full-time Veteran Retention Assistant. The successful candidate will assist the Veterans Affairs Coordinator with facilitating the transition, retention, and delivery of services to student veterans, reservists, and National Guard members, and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree;
- Two years' of work experience serving student veterans;
- Commitment to serving culturally, ethnically and linguistically diverse communities; and,
- Demonstrated proficiency in oral, interpersonal, and written communication skills.

Preferred Qualifications:

- Demonstrated proficiency with Microsoft Office Suite
- Experience counseling students on veteran educational benefits
- Knowledge of Title IV regulations
- Experience with student information system
- Military experience

For full consideration, applications must be received by December 20, 2013. Salary is commensurate experience. To begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution's Website

Residence Life: Hall Director (3 Positions) [#C14-072]

Position Deleted on 4/19/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Admin - Residence Life and Housing
Posted:	11/12/2015
Application Due:	04/18/2014
Type:	Full Time

Central Connecticut State University's Department of Residence Life invites applications for three 10-month, five-in, Residence Hall Director positions. This position will have responsibility for the overall quality of life in a residence hall. The emphasis of this position is on establishing and maintaining an atmosphere conducive to personal growth, community building and academic achievement. Candidates are expected to be committed to multiculturalism and working with a diverse student body. Please note that CCSU does not permit pets.

Required Qualifications:

- Bachelor's degree; and,
- Two (Academic Year FTE) years of recent (within last five years) residence life post-baccalaureate work experience.

Preferred Qualifications:

- Experience working with a culturally diverse student population;
- Experience directly supervising resident assistant staff;
- Experience with Demonstrated ability utilizing Microsoft Office software and Adirontack Solutions The Housing Director and/or other housing management software;
- Demonstrated experience with crisis management or student conduct;
- Demonstrated presentation skills; and,
- Demonstrated experience with one or more of the following: advising student organizations (i.e., clubs, hall council); working with first year students and/or living learning communities; developing and providing training in college/university setting.

Salary is commensurate with education and experience. Applications must be received by April 18, 2014. For more information and to begin the application process, go to www.ccsu.edu/jobs.

School of Business: Advising & Student Support Specialist [#C14-042]

Position Deleted on 2/14/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	Admin - Academic Advising
Posted:	11/12/2015
Application Due:	02/13/2014
Type:	Full Time
Salary:	\$49,476 to \$81,699 USD Per Year

Central Connecticut State University's School of Business invites applications for an Advising and Student Support Specialist. The successful candidate will deliver comprehensive advising for students interested in pursuing one of the degree programs in the School of Business, ensure successful articulation of transfer credits and increased student satisfaction, retention and graduation, update and maintain web pages for The Learning Center and other appropriate departments and assist with the maintenance of the School-based web pages to highlight student successes and ensure accurate information as it relates to advising.

Required Qualifications:

- Bachelor's degree;
- Three (3) years of experience (full-time equivalency) in relevant advising and student support services in higher education;
- Experience working with transfer student populations, and advising students in professional degree programs;
- Experience using student information databases, such as Banner, etc.;
- Experience with web-based technology;
- Demonstrated strong oral and written communication and organizational skills; and,
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Experience developing technological solutions for student support services;
- Experience with student mentoring programs; and,
- Experience managing tutoring programs to assist at-risk students.

**JOB OPPORTUNITY
DRAFT 1
(1 Visas/cols)**

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To:	Lateral Transfers or Candidates on a current Draft 1 extension list
Location:	Facilities Management
Job Posting No:	C14-059
Hours:	Monday through Friday, 8 A.M. to 4 P.M. with a 1 hour meal period (35 hours per week) Note: Flexible scheduling may be required including nights and/or weekends.
Salary:	\$41,679 to \$57,183 Annually (ES-16)
Closing Date:	February 4, 2015

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Draft 1 exam and be on the correct extension list provided by the Department of Administrative Services for this classification. Applicants will not have the opportunity to take the exam prior to the above closing date to qualify for this particular position.

Purpose of Class: In a state agency, this class is accountable for independently performing a full range of tasks in the preparation of conceptual plans, drawings, maps and/or details from sketches, notes and survey data for engineering projects.

Examples of Duties: Prepare plans, drawings, specifications, and/or maps and related as necessary; prepare and check computations for architectural or engineering projects; prepare designs, profiles, cross-sections, and cost estimates for projects; prepare and review drawings and details of field conditions or construction; review project estimates, drawings, and plans for accuracy and completeness; collect and cross check or other data related to specific projects; may consult with technical personnel involved in projects to assist in accuracy and completeness; may prepare graphs, charts, and displays; may involve training and utilize computer aided design equipment in the performance of class duties; performs related duties as required.

Knowledge, Skills and Abilities: Knowledge of principles, practices and methods of architectural or civil engineering drawings; knowledge of mathematics such as algebra and geometry; some knowledge of specifications; working skills knowledge of building and civil engineering construction methods, materials and specifications; ability to prepare drawings, details and plans; ability to utilize computer software.

Experience and Training:

Substitution Allowed: College or technical school training in architectural drafting or design, civil engineering drafting, or civil engineering and related design and details or other data related to specific projects; may substitute with technical personnel involved in projects to assist in accuracy and completeness; may prepare graphs, charts, and displays; may involve training and utilize computer aided design equipment in the performance of class duties; performs related duties as required.

Note: The filing of this position will be in accordance with recruitment, SERAC, testing, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying the Job Posting Number: C14-059
- 2) Completed State application (CT-200-12 - available at http://hr.ct.gov/HR/Forms/200-12_Application.pdf)
- 3) Name, title and phone numbers of two current professional references.
- 4) State employee's work copies of your two most recent performance appraisals.

Complete packages will not be accepted. Applications must be postmarked by February 4, 2015. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Office on Hill - Room 111
Central Connecticut State University
1615 State St.
New Britain, CT 06109
(Telephone: 860-832-1750)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity and affirmative action employer. Members of underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Advising & Student Support Specialist [#C14-066]

Position Deleted on 2/15/2014. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	• Admin - Academic Advising • Admin - Student Affairs and Services
Posted:	11/12/2015
Application Due:	02/13/2014
Type:	Full Time
Salary:	\$49,476 to \$81,699 USD Per Year

SCHOOL OF EDUCATION & PROFESSIONAL STUDIES: ADVISING & STUDENT SUPPORT SPECIALIST [#C14-066]

Central Connecticut State University's School of Education and Professional Studies (SEPS) invites applications for a full-time Advising and Student Support Specialist. The successful candidate will provide comprehensive advising to undergraduate students pursuing one of the degree programs in SEPS including incoming transfer students. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

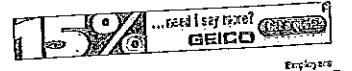
Required Qualifications:

- Bachelor's degree in or related to one of the School's academic programs;
- Three years (full-time equivalency) of recent work experience in academic advising;
- Experience working with transfer student populations;
- Experience advising students in professional programs that lead to licensure, certification, or other professional credentials;
- Experience using student information databases; and,
- Demonstrated strong oral and written communication skills.

Preferred Qualifications:

- Master's degree in higher education or discipline related to one of the School's academic programs;
- Experience with Banner; and,
- Experience creating or maintaining websites.

Acquisition Librarian [#C14-075] - HigherEdJobs



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Acquisition Librarian [#C14-075]

Institution: Central Connecticut State University
 Location: New Britain, CT
 Category: Admin - Librarians
 Posted: 03/22/2014
 Application Due: 05/01/2014
 Type: Full Time

Central Connecticut State University's Edna Beum Library seeks a knowledgeable, creative, and service-oriented library faculty colleague for the position of Acquisition Librarian.

- Required Qualifications:**
- Master's degree from an ALA accredited library education program
 - Experience with integrated library systems, especially related to acquisition functions
 - Demonstrated knowledge of library acquisition, business practices, fund accounting and library budgeting in an academic environment or a similar complex library setting
 - Experience working with vendors, contract printers, and library cooperative purchasing consortia
 - Excellent oral and written communication skills, and
 - Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public.

- Preferred qualifications:**
- Experience supervising library employees and/or student assistants
 - Experience with innovative library services
 - Familiarity with MARSD records and general cataloging principles and procedures, and
 - Familiarity with trends related to acquisition of digital content, including Patron Driven Acquisitions.

For full consideration, applications must be received by May 1, 2014. To begin the application process, go to www.ccsu.edu

Application Information
 Contact: Theresa Madsen/Assistant Search Committee Secretary
 Central Connecticut State University
 Office App. Form: <http://www.ccsu.edu/ajob>

More information on Central Connecticut State University
 Institutional Profile
 Current Rankings for Central Connecticut State University on HigherEdJobs
 CCSU History Page
 CCSU Library Collections
 State of CT Website

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 Admitted by HigherEdJobs (March 27, 2014) 15:49:41. URL: <http://www.higheredjobs.com>



Librarians [014-076] - Acquisition Librarian

Position Information

Category: Librarians
 Position: 2014-0564
 Contact Person: hr@ccsu.edu
 Phone: 860-439-2327

Job Description
 Central Connecticut State University's Edna Beum Library seeks a knowledgeable, creative, and service-oriented library faculty colleague for the position of Acquisition Librarian. Applicants should be expected to apply accepted methods and techniques to acquire, manage, and provide access to library collections. The Acquisition Librarian will coordinate all daily operations related to budgeting, marketing, and processing of library collections, manage day-to-day book budget. This position will be responsible for the selection and acquisition of library materials within the budget. Candidates are expected to be committed to excellence and working with a diverse student body.

- Duties and responsibilities include, but are not limited to, the following:**
- Coordinating acquisition specific functions of a highly motivated and responsible for the acquisition of library materials, regardless of format, including line orders, tracking orders, and acquisitions.
 - Serving as the financial expert within the library related to all aspects of the acquisition process and procedures.
 - Establishing and refining vendor for print and media resources and working with a statewide consortium library to evaluate and select an ILS or library resources vendor.
 - Acting as the technical expert in the use of inventory management systems, collaborating with library systems personnel to evaluate and implement software solutions through support of acquisition operations.
 - Providing research to support internal, external, and funding fund decisions, including opportunities and fund coding, using the budgeting system and recording of internal accounting records with expenditures posted by the Business Services Office to the University's fiscal accounting system.
 - Serving as an integral member of the library director's budget team and providing all acquisition statistics requested by the director.
 - Evaluating all library materials and publishing those approved to support staff for entry into the library's internal accounting system. Coordinating vendor reporting of library materials including reporting of electronic transactions.
 - Supporting requests for the purchase of the Beum Library.
 - Acting in primary liaison with University Assets Management, Purchasing, and Accounting Departments.
 - Acting as a member of the Library's Collection Development team with emphasis on print and media materials. Coordinating all collection activities according to the library's collection development policy including working policies established by print and media collections.
 - Collaborating with students, faculty, and staff to ensure that library resources being purchased meet the teaching needs of the University community and are in line with the library's strategic plan.
 - Serving as a subject liaison to one or more academic departments in the purposes of collection development.
 - Supporting all acquisition data, statistics, reports, public, and personnel.
 - As a library faculty member with extensive knowledge of all aspects necessary to obtain tenure.

- Preferred qualifications:**
- Master's degree from an ALA accredited library education program
 - Experience with integrated library systems, especially related to acquisition functions
 - Demonstrated knowledge of library acquisition, business practices, fund accounting and library budgeting in an academic environment or a similar complex library setting
 - Experience working with vendors, contract printers, and library cooperative purchasing consortia
 - Excellent oral and written communication skills, and
 - Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public.

- Preferred qualifications:**
- Experience supervising library employees and/or student assistants
 - Experience with innovative library services
 - Familiarity with MARSD records and general cataloging principles and procedures, and
 - Familiarity with trends related to acquisition of digital content, including Patron Driven Acquisitions.

The University is located in New Britain, a city of over 100,000, which is a vibrant city in the state capital of the West. New Britain is home to the nationally recognized New Britain State University and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Rock and Roll Club, a professional baseball, the arena, and an outdoor park system. The University is approximately 60 minutes by car from both Boston and New York City.

Application Information: For full consideration, applications must be received by May 1, 2014. To begin the application process, visit the application website and submit the following:

- Letter of interest addressing the qualifications for the position, and
- Current curriculum vitae, including the names of three current professional references with e-mail and phone numbers.

No printed or hard copies will be accepted. Please send any personally identifiable information (e.g., Social Security Number) as any documents submitted.

For more information, contact Theresa Madsen/Assistant Search Committee Secretary at hr@ccsu.edu or 860-439-2327.

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Central Connecticut State University 2013 Human Resources - Job Applied Tracking System

<http://hosted.ccsu.edu/hr/index.php?job=64>

5/2/2014

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ACQUISITION LIBRARIAN [#C14-076] (POSTED 03/22/2014)

Central Connecticut State University

Description:
 ACQUISITION LIBRARIAN [#C14-076]

Central Connecticut State University's Edna Beum Library seeks a knowledgeable, creative, and service-oriented library faculty colleague for the position of Acquisition Librarian.

Required Qualifications:

- Master's degree from an ALA accredited library education program
- Experience with integrated library systems, especially related to acquisition functions
- Demonstrated knowledge of library acquisition, business practices, fund accounting and library budgeting in an academic environment or a similar complex library setting
- Experience working with vendors, contract printers, and library cooperative purchasing consortia
- Excellent oral and written communication skills, and
- Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public.

Preferred qualifications:

- Experience supervising library employees and/or student assistants
- Experience with innovative library services
- Familiarity with MARSD records and general cataloging principles and procedures, and
- Familiarity with trends related to acquisition of digital content, including Patron Driven Acquisitions.

For full consideration, applications must be received by May 1, 2014. To begin the application process, go to www.ccsu.edu

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Acquisition Librarian [#C14-075] - HigherEdJobs

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Acquisition Librarian [#C14-075]

Institution: Central Connecticut State University
 Location: New Britain, CT
 Category: Admin - Librarians
 Posted: 03/22/2014
 Application Due: 05/01/2014
 Type: Full Time

Central Connecticut State University's Edna Beum Library seeks a knowledgeable, creative, and service-oriented library faculty colleague for the position of Acquisition Librarian.

- Required Qualifications:**
- Master's degree from an ALA accredited library education program
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 - Demonstrated knowledge of library acquisition, business practices, fund accounting and library budgeting in an academic environment or a similar complex library setting
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- Experience supervising library employees and/or student assistants
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 - Familiarity with MARSD records and general cataloging principles and procedures, and
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For full consideration, applications must be received by May 1, 2014. To begin the application process, go to www.ccsu.edu

Application Information
 Contact: Theresa Madsen/Assistant Search Committee Secretary
 Central Connecticut State University
 Office App. Form: <http://www.ccsu.edu/ajob>

More information on Central Connecticut State University
 Institutional Profile
 Current Rankings for Central Connecticut State University on HigherEdJobs
 CCSU History Page
 CCSU Library Collections
 State of CT Website

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.
 Admitted by HigherEdJobs (March 27, 2014) 15:49:41. URL: <http://www.higheredjobs.com>



ACQUISITION LIBRARIAN [#C14-075]

Central Connecticut State University in Connecticut

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Deadline May 01, 2014
Date Posted March 31, 2014
Type Administrative
Salary Not specified

Employment Type Full-time

Central Connecticut State University's Elihu Burritt Library seeks a knowledgeable, creative, and service-oriented library faculty colleague for the position of Acquisitions Librarian.

Required Qualifications:

- Masters degree from an ALA accredited library science program;
- Experience with integrated library systems, especially related to acquisition functions;
- Demonstrated knowledge of library acquisitions, business practices, fund accounting and library budgeting in an academic environment or a similar complex library setting;
- Experience working with vendors, content providers, and library cooperative purchasing consortia;
- Excellent oral and written communication skills; and,
- Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public.

<https://chroniclevitae.com/jobs/0000826159-01>

4/22/2014

Preferred qualifications:

- Experience supervising full-time employees and/or student assistants;
- Experience with Innovative Interfaces Millennium;
- Familiarity with MARC records and general cataloging principles and procedures; and,
- Familiarity with trends related to acquisition of digital content, including Patron Driven Acquisitions.

For full consideration, applications must be received by **May 1, 2014**. To begin the application process, go to www.ccsu.edu/jobs.

1/22/2015 SCHOOL OF EDUCATION & PROFESSIONAL STUDIES: ASSISTANT DEAN for SCHOOL/COMMUNITY PARTNERSHIPS & ASSESSMENT [#C14-027]

[Job Search](#)

SCHOOL OF EDUCATION & PROFESSIONAL STUDIES: ASSISTANT DEAN for SCHOOL/ COMMUNITY PARTNERSHIPS & ASSESSMENT [#C14-027]

Central Connecticut State University in Connecticut

- [Save](#)
- [Print](#)

Deadline November 27, 2013
Date Posted November 12, 2013
Type Administrative
Salary Not specified

Employment Type Full-time

Central Connecticut State University's the School of Education and Professional Studies invites applications for a full-time *Assistant Dean for School/ Community Partnerships and Assessment*. The successful candidate will assist the Dean with the development, implementation, and administration of the Schools assessment plan. This position will provide supervision of the Office of Student Teaching. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Masters degree with expertise in teacher education;

<https://chroniclevitae.com/jobs/0000826159-01>

4/22/2014

1/22/2015 SCHOOL OF EDUCATION & PROFESSIONAL STUDIES: ASSISTANT DEAN for SCHOOL/COMMUNITY PARTNERSHIPS & ASSESSMENT [#C14-027]

- Five years of experience in K-12 education;
- Experience in data collection and reporting in a teacher preparation environment;
- Knowledge of data base management and software applications related to collection, analysis, and reporting of data;
- Familiarity with the CT Dept. of Education and Council for the Accreditation of Educator Preparation (CAEP) accreditation standards;
- Knowledge of practices, procedures, and techniques involved in the design, development, and implementation of projects, surveys, and studies in institutional assessment, planning, research, and decision making;
- Demonstrated experience in assessment of student learning outcomes in the context of institutional and program accreditation including writing assessment reports;
- Experience administering and coordinating academic programs;
- Strong oral and written communication skills; and,
- Ability to work collegially, constructively, and effectively with a variety of stakeholders, groups, and individuals, as well as ability to work independently.

Preferred Qualifications:

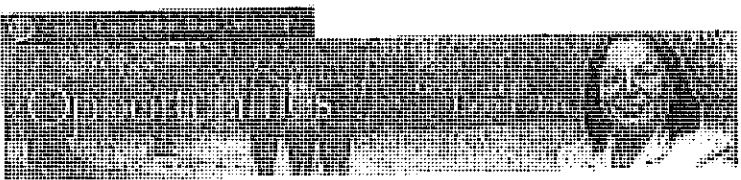
- Doctoral degree;
- Demonstrated experience and success in facilitating unit-wide and individual program assessments for both graduate and undergraduate programs;
- Proven ability to establish collegial relationships with both graduate and undergraduate program coordinators, specifically with regard to assessment practices;
- Supervisory experience; and,
- Demonstrated experience using database management and software applications.

<https://chroniclevitae.com/jobs/0000826159-01>

4/22/2014

<https://chroniclevitae.com/jobs/0000826159-01>

24



Family
Assistant Director Of Continuing Education

Position Information
Category: Administrative Faculty
Date Rec: 2014-12-03
Contact Person: Ms. Sara Richards
Email: sarah.richards@conn.edu
Phone: 850-432-0001

Job Description
Central Connecticut State University (CCSU) seeks applications for the Assistant Director of Continuing Education. The position will assist in the planning, coordination and support of all of the Office of Continuing Education. The person in this position is responsible for assisting with day-to-day support functions including: faculty and customer service to increase the planning of classes, tracking library programs, youth and adult learning programs, managing and establishing the course database including the tracking and reporting of data. The Assistant Director serves as liaison to university offices and participates in student, community and industry-wide conferences and events.

Required Qualifications

- Bachelor's degree
- Three (3) years of professional work experience in education, adult support function, customer service and relationship management or other experience
- Exceptional customer service, project management, or professional public
- Demonstrated ability to multi-task
- Demonstrated ability to learn and use a variety of software including Excel and Word, and
- Successful record of working with diverse populations.

Substantively comparable experience and/or credentials may also be considered.

Preferred Qualifications

- Ability to manage and maintain the customer database including tracking and reporting
- Experience in customer relations in a sales or customer service environment
- Experience in sales or business development in education or the public sector
- Knowledge of State Personnel or other state education compliance programs
- Work developed communication skills, written, oral, and interpersonal
- Experience in HTML, Dreamweaver or other web maintenance programs and
- Experience working with students.

The University, CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professional and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is proud to have been a recipient of the University of the Year award in 2012. Part of what makes CCSU a "University of the Year" is the Princeton Review ranked CCSU as one of "The Best Northeast Colleges." CCSU serves approximately 12,000 students - 4,000 undergraduates, and 8,000 graduates. CCSU is a fully diverse campus that 20 percent of students are of national minority heritage. Visit our web site at www.ccsu.edu.

The Community, CCSU is located in New Britain, a city of over 70,000, with a 13-minute drive to the state capital in Hartford, New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theaters, and an extensive park system. The University is approximately two hours by car from both Boston and New York City.

Applications and applications for full consideration, applications must be received by December 8, 2014. Salary to be commensurate with education and experience. For more information and to begin the application process, click on the APPR VENDOR button and submit the following:

- Letter of interest addressing qualifications for the position
- Current resume
- Names of the current professional references (one must be a supervisor) with contact and address, and phone numbers.

No hard or sealed copies will be accepted. Complete applications will not be returned. Please indicate your personal identification number (e.g., Social Security Number) on any documents submitted. For more information contact Ms. Sara Richards at sarah.richards@conn.edu or (850) 432-0001.

Central Connecticut State University is an Affirmative Action and Equal Opportunity Employer
A member of the Connecticut State Colleges & Universities

Libraries
[C15-034] - Reference & Instruction Librarian

Position Information
Category: Librarian
Date Rec: 2014-12-15
Contact Person: Ms. Sara Richards
Email: sarah.richards@conn.edu
Phone: (850) 432-0001

Job Description
The Ethel Bechtel Library at Central Connecticut State University seeks innovative and energetic applicants to fill a full-time tenure-track position that will serve as the Library Reference & Instruction Librarian. The successful candidate will be responsible for a variety of tasks that successfully support the research needs of CCSU's students, faculty, and staff. Candidates are expected to be committed to collaboration and to working with a diverse student body. Duties include but are not limited to:

- Teach single section information literacy classes
- Teach one-on-one or small group information literacy classes
- Participate in the development, implementation and management of materials held and electronic support of the technical support group (e.g. Blackboard, Canvas)
- Participate in the Library's core instruction program including single and multi-classroom and multi-course
- Assist in teaching and implementing of a wide range of electronic and print information resources
- Provide in-person and virtual reference assistance at the reference desk as well as via chat
- Support an individual department and library liaison for assigned subject areas within departments
- Coordinate and collaborate with teaching faculty and library colleagues to accomplish the goals of the department and university
- Participate in faculty committees
- Single section or small group and lead practices in areas of responsibility
- Conduct one-on-one or small group instruction and mentorship in professional organizations
- Some evening work will be required
- Partnership or other as assigned

Required Qualifications

- American Library Association accredited Master's degree in Library Science or equivalent
- Academic library reference and instruction experience
- Demonstrated experience and knowledge of electronic and print information resources
- Must have good interpersonal skills and demonstrate a commitment to public service
- Excellent communication and presentation skills
- Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public

Preferred Qualifications

- Experience with online learning management systems (e.g. Blackboard, Canvas) to teach
- Library (Moodle, Canvas)
- Experience providing concise information to undergraduate and graduate students in both library instructional sessions covering a wide range of subject areas
- Experience teaching a research long information literacy credit course (e.g. ability to create lesson plans and assignments)
- Facility with screen recording and video editing software (e.g. Camtasia, Camtasia)
- Demonstrated ability to effectively use instructional technologies
- Facility with national information literacy standards framework (e.g. ACRL)

The University, CCSU is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Excellent professional and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is proud to have been a recipient of the University of the Year award in 2012. Part of what makes CCSU a "University of the Year" is the Princeton Review ranked CCSU as one of "The Best Northeast Colleges." CCSU serves approximately 12,000 students - 4,000 undergraduates, and 8,000 graduates. CCSU is a fully diverse campus that 20 percent of students are of national minority heritage. Visit our web site at www.ccsu.edu.

The Community, CCSU is located in New Britain, a city of over 70,000, with a 13-minute drive to the state capital in Hartford, New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theaters, and an extensive park system. The University is approximately two hours by car from both Boston and New York City.

Applications and applications for full consideration, applications must be received by January 15, 2015. Salary and rank are commensurate with education and experience. To begin the application process, click on the Apply Job button and submit the following:

- Letter of interest addressing the qualifications for the position (reference email: sarah.richards@conn.edu)
- Current resume
- Names of three current professional references with contact and address, and phone numbers

Hard or sealed copies will not be accepted. Please make sure your Social Security Number is not listed on any documents submitted.

For information, contact Ms. Sara Richards at sarah.richards@conn.edu or (850) 432-0001.

Central Connecticut State University 2014 Online Resources - Job Applicant Tracking System

<http://www.ccsu.edu/index.php?job=55>

<http://hrat.ccsu.edu/index.php?job=111>

Job Details | REFERENCE & INSTRUCTION LIBRARIAN at Central Connecticut State... Page 1 of 1

REFERENCE & INSTRUCTION LIBRARIAN [C15-034] - HigherEdJobs

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REFERENCE & INSTRUCTION LIBRARIAN [C15-034]

Location: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Science - Library and Information Science
Recid: 12/15/2014
Application Due: 01/15/2015
Type: Full Time
Notes: Included on Affirmative Action List

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The Ethel Bechtel Library at Central Connecticut State University seeks innovative and energetic applicants to fill a full-time tenure-track position that will serve as the Library Reference & Instruction Librarian. The successful candidate will be responsible for a variety of tasks that successfully support the research needs of CCSU's students, faculty, and staff. Candidates are expected to be committed to collaboration and to working with a diverse student body.

Required Qualifications

- American Library Association accredited Master's degree in Library Science or equivalent
- Academic library reference and instruction experience
- Demonstrated experience and knowledge of electronic and print information resources
- Must have good interpersonal skills and demonstrate a commitment to public service
- Excellent communication and presentation skills
- Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public

Preferred Qualifications

- Experience with online learning management systems (e.g. Blackboard, Canvas) to teach
- Library (Moodle, Canvas)
- Experience providing concise information to undergraduate and graduate students in both library instructional sessions covering a wide range of subject areas
- Experience teaching a research long information literacy credit course (e.g. ability to create lesson plans and assignments)
- Facility with screen recording and video editing software (e.g. Camtasia, Camtasia)
- Demonstrated ability to effectively use instructional technologies
- Facility with national information literacy standards framework (e.g. ACRL)

For full consideration, applications must be received by January 15, 2015. For more information and to begin the application process, go to <http://www.ccsu.edu/index.php?job=111>

Application Information
Contact: Ms. Sara Richards
Search Committee Chair
Central Connecticut State University
Online App. Form: <http://hrat.ccsu.edu/index.php?job=111>

More Information on Central Connecticut State University
HigherEdJobs
Central Connecticut State University on HigherEdJobs
CCSU Home Page
CCSU Information System
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Diverse Jobs

C15-034

Job Details | REFERENCE & INSTRUCTION LIBRARIAN at Central Connecticut State... Page 1 of 1

View Job

This posting cannot make an online application from your device. Please return to a computer to apply. Follow the employer's instructions within 60 days of job posting.

Central Connecticut State University
Location: New Britain, CT 06109
Job Type: Full Time
Job Posting Date: 12/15/2014

REFERENCE & INSTRUCTION LIBRARIAN

The Ethel Bechtel Library at Central Connecticut State University seeks innovative and energetic applicants to fill a full-time tenure-track position that will serve as the Library Reference & Instruction Librarian. The successful candidate will be responsible for a variety of tasks that successfully support the research needs of CCSU's students, faculty, and staff. Candidates are expected to be committed to collaboration and to working with a diverse student body.

Required Qualifications

- American Library Association accredited Master's degree in Library Science or equivalent
- Academic library reference and instruction experience
- Demonstrated experience and knowledge of electronic and print information resources
- Must have good interpersonal skills and demonstrate a commitment to public service
- Excellent communication and presentation skills
- Experience working effectively with a highly diverse group of faculty, students, colleagues and the general public

Preferred Qualifications

- Experience with online learning management systems (e.g. Blackboard, Canvas) to teach
- Library (Moodle, Canvas)
- Experience providing concise information to undergraduate and graduate students in both library instructional sessions covering a wide range of subject areas
- Experience teaching a research long information literacy credit course (e.g. ability to create lesson plans and assignments)
- Facility with screen recording and video editing software (e.g. Camtasia, Camtasia)
- Demonstrated ability to effectively use instructional technologies
- Facility with national information literacy standards framework (e.g. ACRL)

For full consideration, applications must be received by January 15, 2015. For more information and to begin the application process, go to <http://www.ccsu.edu/index.php?job=111>

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For information, contact Ms. Sara Richards at sarah.richards@conn.edu or (850) 432-0001.

Central Connecticut State University 2014 Online Resources - Job Applicant Tracking System

Coordinator of Community Engagement #C14-006

Position Deleted on 10/09/2013. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	<ul style="list-style-type: none"> • Admin - Extension and Outreach • Admin - Volunteer Programs and Service Learning
Posted:	11/12/2013
Application Due:	10/07/2013
Type:	Full Time
Salary:	\$8,000 to \$2,700 USD Per Year

COORDINATOR OF COMMUNITY ENGAGEMENT (#C14-006)

Central Connecticut State University invites applications for a full-time Coordinator of Community Engagement. Required Qualifications: Bachelor's degree; four years' experience in community service and outreach, at least two of which should involve developing and administering community-based initiatives; demonstrated ability to supervise staff; budget development and management; strong interpersonal skills and the ability to communicate effectively; and, demonstrated ability to work with a culturally, ethnically and linguistically diverse community.

Preferred Qualifications: Higher education experience; computer skills, including experience with Microsoft Office Suite and appropriate use of social media.

For full consideration, applications must be received by October 7, 2013. Salary is commensurate with education and experience. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

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Apply through Institution's Website

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<http://www.higheredjobs.com/Default.aspx?JobCode=17573335>

12/2015

Assistant Dean for Assessment & Community Partnerships (#C14-027) - HigherEdJobs

Assistant Dean for Assessment & Community Partnerships #C14-027

Position Deleted on 11/28/2013. This position is no longer an active posting on HigherEdJobs.

Institution:	Central Connecticut State University
Location:	New Britain, CT
Category:	<ul style="list-style-type: none"> • Executive - Deans - Other • Admin - Extension and Outreach • Admin - Assessment, Accreditation, and Compliance
Posted:	11/12/2013
Application Due:	11/27/2013
Type:	Full Time
Salary:	\$58,000 to \$92,700 USD Per Year

Central Connecticut State University's the School of Education and Professional Studies invites applications for a full-time Assistant Dean for Assessment and Community Partnerships and Assessment. The successful candidate will assist the Dean with the development, implementation, and administration of the School's assessment plan. This position will provide supervision of the Office of Student Teaching. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Master's degree with expertise in teacher education;
- Five years of experience in K-12 education;
- Experience in data collection and reporting in a teacher preparation environment;
- Knowledge of data base management and software applications related to collection, analysis, and reporting of data;
- Familiarity with the CT Dept. of Education and Council for the Accreditation of Educator Preparation (CAEP) accreditation standards;
- Knowledge of practices, procedures, and techniques involved in the design, development, and implementation of projects, surveys, and studies in institutional assessment, planning, research, and decision making;
- Demonstrated experience in assessment of student learning outcomes in the context of institutional and program accreditation including writing assessment reports;
- Experience administering and coordinating academic programs;
- Strong oral and written communication skills; and,

This posting cannot receive an online application from your Diverse Jobs account. To apply, follow the employer's instructions within their job description.

Central Connecticut State University
 Location: New Britain, CT 06110
 Job Type: Regular
 Job Schedule: Full-time

Document ID: A7459-001
 Posted on: 11/12/2013

Server Support Specialist #C14-028

INFORMATION TECHNOLOGY: SERVER SUPPORT SPECIALIST #C14-028

The department of Information Technology invites applications for a full-time Server Support Specialist. The successful candidate will be responsible for the day-to-day management of academic and general purpose file, print, and application servers maintained by Information Technology. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree in Computer Science, Engineering, or equivalent;
- Two years of experience supporting microcomputer hardware and software in a client/server environment with client/server systems including applications, operating systems software and relational database;
- Extensive knowledge of current server operating systems in use at the University—such as Windows Server; 2003, 2008, 2008 R2, 2012 and/or Linux; especially Red Hat based distributions
- Must also have experience with: Networking concepts and protocols (TCP/IP, DNS, etc.), basic network hardware and software troubleshooting; Server Operating Systems; ASP.net development; IIS web server administration; PowerShell; Terminal Services; Microsoft SQL Server database administration; Windows Print server administration; VMware administration; Anti-SPAM configuration and administration; Managing cloud-based solutions; Supporting desktop operating systems like Windows 7 and Mac OS X;
- Good interpersonal skills with demonstrated ability to work well with others.

Preferred Qualifications:

- Experience with administration of Microsoft DNS and DHCP servers;
- Experience troubleshooting IIS 6, IIS 7 and/or IIS 7.5 including scripting of configuration changes & experience with ASP.NET web development that includes technologies such as AJAX, JQuery, MVC, C# and/or VB.NET. Experience with software development experience that includes T-SQL development, including stored procedures and troubleshooting with SQL 2005 or newer;
- Knowledge of the development of PowerShell scripts to automate datacenter and server administration tasks;
- Experience with Windows 2008 print servers supporting Windows 7 desktops and configuration and troubleshooting of HP and SAVII brand multi-function printers and drivers;
- Experience with Terminal Services and/or Citrix XenApp; desktop support experience that includes an understanding of Group Policy, logon scripts and profiles.
- Knowledge of VMware administration including ESX 4.1, vSphere 5 and/or newer, and Leveraging NFS datastores and NetApp technology.

For full consideration, applications must be received by November 27, 2013. For more information and to begin the application process, go to www.ccsu.edu/jobs.

11/12/2013

Assistant Dean for Assessment & Community Partnerships (#C14-027) - HigherEdJobs

- Ability to work collegially, constructively, and effectively with a variety of stakeholders, groups, and individuals, as well as ability to work independently.

Preferred Qualifications:

- Doctoral degree;
- Demonstrated experience and success in facilitating unit-wide and individual program assessments for both graduate and undergraduate programs;
- Proven ability to establish collegial relationships with both graduate and undergraduate program coordinators, specifically with regard to assessment practices;
- Supervisory experience; and,
- Demonstrated experience using database management and software applications.

For full consideration, applications must be received by November 27, 2013. For more information and to begin the application process, go to www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution's Website

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JOB POSTING

This position is no longer an active posting on HigherEdJobs



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Desktop Engineer Manager (C16-015) - Position Deleted on 10/13/2014

Central Connecticut State University
 New Britain, CT
 Admin - Computing - Management Director
 Admin - Computing - Network Systems Administration
 06106114
 10/13/2014
 Full Time

This position is no longer an active posting on HigherEdJobs



Central Connecticut State University invites applications for a full-time, Desktop Engineer Manager in the Information Technology department. The successful candidate will manage the Desktop Team to insure that software is deployed properly to meet the academic, administrative and security needs of the University. Candidates are expected to be committed to excellence in instruction and working with a diverse student body.

Required Qualifications

- Bachelor's Degree in Computer Information Technology, Computer Science, Information Systems or a related discipline; degree equivalent: four years of additional professional work experience in the IT field
- Five (5) years of professional work experience in current operating system administration, network image creation and application packaging
- Experience in supporting end-users and demonstrated strong customer service skills
- Experience leading a diverse team
- Experience with or ability to formulate procedures related to this position
- Ability to establish and maintain effective working relationships
- Excellent oral and written communication skills

Equivalent combination of training and experience may be considered.

Preferred Qualifications

- Experience managing computers using SCCM 2012
- Current technical certifications such as, Microsoft, SAS, etc.
- Experience supporting Apple computer systems
- Master's degree in an IT or business related field

The University (CCSU) is one of four state universities with the Board of Regents for Higher Education Connecticut State Colleges & Universities. Ranked nationally and with a wide array of academic programs prepare students with a degree, from a Master's. The University has a diverse student body and a rich cultural heritage. CCSU is a member of the Eastern Association of Colleges & Schools (EACS) and is an Equal Opportunity Institution. CCSU is fully diverse more than 20 percent of students are of traditional ancestry. Visit our web site at www.ccsu.edu

The Community (CCSU) is located in New Britain, a city of some 70,000, which is a vibrant city in the state capital in Hartford, New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Park Zoo (EPA's largest butterfly house), the Fenwick, and an extensive park system. The University is approximately two hours by car from both Boston and New York City.

Application and Appointment: For full consideration, applications must be received by October 17, 2014. Salary is commensurate with education and experience. To begin the application process, go to www.ccsu.edu/it and electronically submit the following:

- Letter of Interest addressing qualifications for the position
- Current resume including the dates of work history
- Names of five current professional references (including at least one supervisor) with addresses, email addresses and telephone numbers.

No hard or e-mailed copies will be accepted. Unsuccessful applications will not be considered. For information, contact Amy E. Flynn at 860-439-1713 or aflynn@ccsu.edu. Please include your Social Security Number in all correspondence.

INFORMATION TECHNOLOGY DESKTOP ENGINEER MANAGER

PLEASE FOLLOW THE SPECIFIC APPLICATION INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public
 Location: Central Connecticut State University
 Job Posting No: C15-015
 Minimum Salary: \$58,655
 Closing Date: October 17, 2014

Knowledge, Skills and Abilities: Central Connecticut State University invites applications for a full-time, Desktop Engineer Manager in the Information Technology department. The successful candidate will manage the Desktop Team to insure that software is deployed properly to meet the academic, administrative and security needs of the University. Candidates are expected to be committed to excellence in instruction and working with a diverse student body.

General Experience (Required Qualifications):

- Bachelor's Degree in Computer Information Technology, Computer Science, Information Systems or a related discipline; degree equivalent: four years of additional professional work experience in the IT field
- Five (5) years of professional work experience in current operating system administration, universal image creation and application packaging
- Experience in supporting end-users and demonstrated strong customer service skills
- Experience leading a diverse team
- Experience with or ability to formulate procedures related to this position
- Ability to establish and maintain effective working relationships and
- Excellent oral and written communications.

Special Requirement (Preferred Qualifications):

- Experience managing computers using SCCM 2012;
- Current technical certifications such as, Microsoft, SAS, etc.;
- Experience supporting Apple computer software; and,
- Master's degree in an IT or business related field.

Substitution Allowed: Equivalent combination of training and experience may be considered.

Working Conditions: Excellent fringe benefits, including tuition waiver for employee and eligible dependents.

Application Instructions: For full consideration, applications must be received by close of business, Friday, October 17, 2014. For more information and application instructions, please go to our website: <http://hosted.ccsu.edu/it/apply/desktopjob015>.

CCSU is an equal opportunity and affirmative action employer.

IT: Operations & Database Support Specialist (#C14-081)

Deleted on 8/24/2014. This position is no longer an active posting on HigherEdJobs.

Table with job details: Office: Central Connecticut State University, Location: New Britain, CT, Category: Admin - Computing - Database Administration, Posted: 11/12/2013, Application Due: 05/23/2014, Type: Full Time, Salary: \$50,861 to \$84,150 USD Per Year

Central Connecticut State University's Information Technology department invites applications for a full-time Operations and Database Specialist.

Required Qualifications:

- Bachelor's degree in Computer Science, Information Systems, or other IT related degree OR four (FTE) additional years of professional experience supporting and administering relational databases and servers in a complex network environment; and,
Two (FTE) years of professional work experience supporting and administering relational databases and servers in a complex network environment.

Preferred Qualifications:

- Knowledge of current server operating systems in use at the University such as Windows Server and/or Unix/Linux and experience troubleshooting server-side hardware and software problems;
Experience installing, configuring, monitoring and/or supporting database systems - such as Microsoft SQL Server and Oracle;
Experience writing complex SQL queries and developing, scheduling and monitoring data processing tasks, as well as developing and supporting PowerShell scripts and ASP.NET web development;
Experience installing, managing and developing reports for Microsoft SQL reporting services;
Experience managing and configuring Data Loss Prevention (DLP) solutions such as Identity Finder, access control automation and auditing tools such as Varonis DataPrivy, Varonis DataAdvantage and/or Quest ChargeAudit;
Experience configuring and managing integration tools for call ticket tracking systems such as FrontTango HEAT; and,

http://www.higheredjobs.com/details.cfm?JobCode=175959575

Engineer Manager (C15-015) - HigherEdJobs

Job Details: Desktop Engineer Manager (C15-015)

Table with job details: Location: New Britain, CT, Category: Admin - Computing - Network/Systems Administration, Posted: 05/23/2014, Type: Full Time



Central Connecticut State University invites applications for a full-time Desktop Engineer Manager position in the Information Technology Department. The successful candidate will manage the Desktop Team in New Britain and will be responsible for the academic, administrative and security needs of the University. Candidates are expected to be committed to our culture and working with a diverse student body.

- Required Qualifications:
Bachelor's Degree in Computer Information Technology, Computer Science, Information Systems or a related discipline; plus a year of additional professional work experience in the IT field.
Five (5) years of professional work experience in a network support position, administrative, educational, research and/or application support.
Experience in supporting and administering operating systems and applications.
Experience with network and server administration along with network service skills.
Experience with and ability to troubleshoot problems related to this position.
Ability to establish and maintain effective working relationships.
Excellent oral and written communication skills.

- Preferred Qualifications:
Experience managing computer using SCCM 2012.
Current technical certifications such as Microsoft, Cisco, etc.
Experience supporting Apple computer systems.
Master's degree in an IT or business related field.

The University (CCSU) is one of the state universities with the Board of Regents for Higher Education Commission. The University is a public institution of higher education. The University is a member of the National Association of State Universities and Colleges (NASUCC). The University is a member of the National Association of Public Administrators (NAPAs). The University is a member of the National Association of State Administrators (NASAs). The University is a member of the National Association of State Legislators (NASLs). The University is a member of the National Association of State Attorneys General (NASAGs). The University is a member of the National Association of State Bar Associations (NASBAs). The University is a member of the National Association of State Judges (NASJs). The University is a member of the National Association of State Justices (NASJs). The University is a member of the National Association of State Supreme Court Justices (NASJCs). The University is a member of the National Association of State Chief Justices (NASCJs). The University is a member of the National Association of State Attorneys General (NASAGs). The University is a member of the National Association of State Bar Associations (NASBAs). The University is a member of the National Association of State Judges (NASJs). The University is a member of the National Association of State Justices (NASJs). The University is a member of the National Association of State Supreme Court Justices (NASJCs). The University is a member of the National Association of State Chief Justices (NASCJs).

- Application and Appointment: For full consideration, applications must be received by October 10, 2014. Salary is commensurate with education and experience. To begin the application process, go to the Human Resources website at the following URL:
http://www.ccsu.edu/humanresources
Letter of interest and resume to: Human Resources, 1000 State Street, New Britain, CT 06110.
Resumes should be submitted to: Human Resources, 1000 State Street, New Britain, CT 06110.
Please note that the University is an affirmative action and equal opportunity employer.

Applicants Information:

Postal Address: 1000 State Street, New Britain, CT 06110, Phone: 860-439-3710, Fax: 860-439-3711

Work in New Britain on Central Connecticut State University. The University is an affirmative action and equal opportunity employer.

For more information on this position, please contact the Human Resources Department at 1000 State Street, New Britain, CT 06110. Phone: 860-439-3710. Fax: 860-439-3711.

Application Instructions: For full consideration, applications must be received by close of business Tuesday, May 27, 2014. For more information and application instructions, please go to our website: www.ccsu.edu/jobs.



Job Opportunity: Administrative Faculty (C15-015) - Desktop Engineer Manager

Position Information: Category: Administrative Faculty, Location: New Britain, CT, Contact Person: Amy Kizorek, Email: akizorek@ccsu.edu, Phone: 860-439-3710

Job Description: Desktop Engineer Manager (C15-015) Information Technology Department. Central Connecticut State University invites applications for a full-time Desktop Engineer Manager in the Information Technology Department. The successful candidate will manage the Desktop Team in New Britain and will be responsible for the academic, administrative and security needs of the University. Candidates are expected to be committed to our culture and working with a diverse student body.

- Required Qualifications:
Bachelor's Degree in Computer Information Technology, Computer Science, Information Systems or a related discipline; plus a year of additional professional work experience in the IT field.
Five (5) years of professional work experience in a network support position, administrative, educational, research and/or application support.
Experience in supporting and administering operating systems and applications.
Experience with network and server administration along with network service skills.
Experience with and ability to troubleshoot problems related to this position.
Ability to establish and maintain effective working relationships.
Excellent oral and written communication skills.

- Preferred Qualifications:
Experience managing computer using SCCM 2012.
Current technical certifications such as Microsoft, Cisco, etc.
Experience supporting Apple computer systems.
Master's degree in an IT or business related field.

The University (CCSU) is one of the state universities with the Board of Regents for Higher Education Commission. The University is a public institution of higher education. The University is a member of the National Association of State Universities and Colleges (NASUCC). The University is a member of the National Association of Public Administrators (NAPAs). The University is a member of the National Association of State Administrators (NASAs). The University is a member of the National Association of State Legislators (NASLs). The University is a member of the National Association of State Attorneys General (NASAGs). The University is a member of the National Association of State Bar Associations (NASBAs). The University is a member of the National Association of State Judges (NASJs). The University is a member of the National Association of State Justices (NASJs). The University is a member of the National Association of State Supreme Court Justices (NASJCs). The University is a member of the National Association of State Chief Justices (NASCJs).

The University (CCSU) is located in New Britain, a city of approximately 70,000, within a 100-mile radius of the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Food City (Public) professional baseball, New Britain, and an extensive park system. The University is approximately 100 miles from New York City and from both Boston and New York City.

- Application and Appointment: For full consideration, applications must be received by October 10, 2014. Salary is commensurate with education and experience. To begin the application process, go to the Human Resources website at the following URL:
http://www.ccsu.edu/humanresources
Letter of interest and resume to: Human Resources, 1000 State Street, New Britain, CT 06110.
Resumes should be submitted to: Human Resources, 1000 State Street, New Britain, CT 06110.
Please note that the University is an affirmative action and equal opportunity employer.

No hard or exact copies will be accepted. Incomplete applications will not be considered for interview. Contact Amy Kizorek at 860-439-3710 or amy.kizorek@ccsu.edu.

Central Connecticut State University is an affirmative action and equal opportunity employer.

Central Connecticut State University 2014 Human Resources -- Job Applicant Tracking System

http://hosted.ccsu.edu/hr/index.php?job=91

9/30/2014

State of Connecticut JOB POSTING

HUMAN RESOURCES ASSOCIATE IN HUMAN RESOURCES

PLEASE FOLLOW THE SPECIFIC APPLICATION INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public
Location: Central Connecticut State University
Job Posting No: C14-085
Hours: 8 AM to 5 PM
Minimum Salary: \$61,185
Closing Date: May 27, 2014

Knowledge, Skills and Abilities Central Connecticut State University is seeking an experienced, energetic individual to provide professional assistance in a broad range of human resources functions to serve as the Associate in Human Resources. Responsibilities will include providing human resources services in various areas such as employment, benefits administration, employee orientation, records, and support for the University's labor relations function. This position is an unclassified confidential position.

- General Experience (Required Qualifications):
Six years (FTE) professional human resources work experience in a unionized environment or a Bachelor's degree in human resources plus four years (FTE) professional human resources work experience in a unionized environment;
Demonstrated ability to understand and interpret collective bargaining agreements, regulations, policies and procedures;
Excellent organizational and communication (interpersonal, oral and written) skills;
Experience researching information, data collection and analysis;
Experience with Microsoft Office suite (Word, Excel, PowerPoint, Outlook);
Ability to work in a culturally diverse environment; and,
Attention to detail and problem solving ability.

- Special Requirement (Preferred Qualifications):
Bachelor's degree;
Experience working in a human resources department in a public sector agency or higher education institution;
Experience working in a unionized public institution of higher education;
Experience with human resources information system;
Knowledge and experience with state and federal laws and regulations related to employment issues;
Experience accessing data and reports from the CORE-CT system; and,
Working knowledge of employment benefits and services.

Substitution Allowed: Equivalent combination of training and experience may be considered.

Working Conditions: Excellent fringe benefits, including tuition waiver for employee and eligible dependents.

Application Instructions: For full consideration, applications must be received by close of business Tuesday, May 27, 2014. For more information and application instructions, please go to our website: www.ccsu.edu/jobs.

CCSU is an equal opportunity and affirmative action employer.

Position Information

Category:
Administrative Faculty
Division:
2014-09-17
Contact Person:
Nicholas D'Agostino
Email:
nicholas.dagostino@ccsu.edu
Phone: (860) 439-1153

Job Description

Central Connecticut State University's Office of Diversity & Equity seeks applicants for a full-time, 10-month Sexual Assault & Violence Prevention (SAVP) Specialist. The SAVP Specialist provides prevention education programs and resource coordination for victims of sexual assault, domestic partner violence and stalking. The SAVP Specialist designs activities, manages a calendar awareness and prevention efforts to raise the awareness of the CCSU campus. Candidates are expected to be committed to collaboration and working with a diverse student body. The SAVP will be expected to work some nights and weekends.

Duties include:

- Develop and facilitate campus events for sexual assault, relationship abuse, and stalking and responding for crisis intervention, personal advocacy, follow-up medical and post-incident appropriate community referrals for students and/or their families;
- Develop, coordinate and evaluate comprehensive educational programming for students, staff and faculty on sexual assault and violence on campus;
- Develop, coordinate, and evaluate the Institute for Intimate Partner Violence Training for students, including a title IX, student leaders, and other organizations interested in this training;
- Coordinate training and workshops for a variety of university offices, including the Campus Police, Student Veterans Services, Student Center, Campus Safety, and other campus offices that reach students who are victims of sexual assault, relationship abuse, or stalking;
- Collaborate with campus partners to create a continuum of coordinated campus and community activities for victims of sexual assault and violence on campus including: individually and/or group presentations to students, international students, and gay, lesbian, bisexual and transgender students;
- Coordinate and conduct orientation and outreach for programs in collaboration with the Women's Center Coordinator and the Associate VCOC;
- Collaborate with the COORDINATOR of the Office to provide training for medical and legal professionals and refer a campus-wide policies, protocols, and services in support of sexual assault, relationship abuse and stalking;
- Perform administrative duties, including reporting program evaluation and assessment, and other activities related to the SAVP program;
- Effectively recruit and manage student workers and volunteers and;
- Perform other duties and responsibilities related to these areas which do not state the basic level of responsibility of the position.

Candidates with prior experience substantially comparable to the above may find this position of interest.

Required Qualifications:

- Bachelor's degree;
- Three years of experience in sexual assault/relationship violence education, and violence prevention strategies at a post-secondary institution;
- Ability to establish and manage confidential information among students to assist and encourage;
- Knowledge of state and federal statutes and regulations pertaining to sexual assault, domestic violence, and stalking;
- Experience working with communities of color and other underserved populations; and,
- Ability to work independently and exercise sound judgment using discretion.

Preferred Qualifications:

- Master's degree in counseling or other human services field;
- Experience working with college students;
- Training in teaching applications and;
- Sex-related health consultation/education or domestic violence education.

The University (CCSU) is one of four state universities with the honor of being designated as a member of the National Association of Public State Universities. CCSU is a public university and a wide array of academic programs programs students for courses in various fields. The University is currently in the process of a major renovation project to its main campus. The renovation project is estimated to cost \$100 million and will be completed in 2018. The University is currently in the process of a major renovation project to its main campus. The renovation project is estimated to cost \$100 million and will be completed in 2018. The University is currently in the process of a major renovation project to its main campus. The renovation project is estimated to cost \$100 million and will be completed in 2018.

The University (CCSU) is located in New Britain, a city of over 100,000, with a thriving city to the state capital of Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, the New Britain Race Club (which is professional triathlon), the museum, and an extensive park system. The University is approximately ten hours by car from both Boston and New York City.

Application & Information: For full consideration, applications must be received by September 19, 2014. Salary is commensurate with education and experience. Please send any personally identifiable information (e.g., Social Security Number) on any documents submitted.

- Letter of interest addressing qualifications for the position;
- Current resume; and,
- Names of three current professional references with mail and email addresses, and phone numbers.

No email or hard copies will be accepted. Please send any personally identifiable information (e.g., Social Security Number) on any documents submitted.

For more information contact Nicholas D'Agostino, search code of 80323-0152 or nicholas.dagostino@ccsu.edu.

Central Connecticut State University 2014 Human Resources - Job Applicant Tracking System

BUSINESS DEVELOPMENT MANAGER [#015-011]

The Institute of Technology & Business Development (ITBD) seeks a Business Development Manager to manage, plan, develop, and direct sales initiatives for outreach programs to raise the level of awareness of and effectively market the core business services of the ITBD in various areas such as training, including business skills/process/productivity training programs, consultation, conferencing, and business incubation services. Core responsibilities include sales lead generation, proposal/grant writing, project management and program development.

Required Qualifications:

- Bachelor's degree;
- Five years demonstrated sales success with proven closure rate;
- Demonstrated record of success in proposal and grant writing;
- Knowledge of and experience in working with small business markets;
- Experience in marketing and selling to executive level decision makers;
- Experience working with business, professional and/or civic organizations; and,
- Experience with supervision of staff.

Preferred Qualifications:

- Master's degree in Business, Education, Marketing, Management or Technology;
- Sales experience in manufacturing, industrial, financial, technical industries;
- Experience in a higher education setting;
- Experience in teaching or curriculum development; and,
- Experience in Lean and manufacturing management systems.

For full consideration, applications must be received by September 19, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to <http://hosted.ccsu.edu/hrat/default.php> and submit the following:

- Letter of interest addressing qualifications for the position;
- Current resume; and,
- Names of three current professional references with mail and email addresses, and phone numbers.

No email or hard copies will be accepted.

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Central Connecticut State

University

Location New Britain, CT 06050

Document ID: A8355-3718

Job Type: Contract

Job Schedule: Full-time

Posted on: 09/08/2014

Print Page

BUSINESS DEVELOPMENT MANAGER [#C15-011]

Central Connecticut State University
Description

The Office of Technology & Business Development (ITBD) seeks a Business Development Manager to manage, plan, and direct sales initiatives for outreach programs to raise the level of awareness of and effectively market the core business services of the ITBD in various areas such as training, including business skill development, productivity training programs, consultation, conferencing, and business incubation services. Core responsibilities include sales lead generation, proposal writing, project management and program development.

For full consideration, applications must be received by September 19, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to <http://hosted.ccsu.edu/hr/index.php> and submit the following:

- Letter of Interest addressing qualifications for the position
- Current resume, PDF
- Names of three current professional references with email and email address, and phone numbers.

No emailed or hard copies will be accepted.

Job Requirements

Required Qualifications:

- Bachelor's degree;
- Five years demonstrated sales success with proven closure rate;
- Documented record of success in proposal and grant writing;
- Knowledge of and experience in working with small business markets;
- Experience in marketing and selling to executive level decision makers;
- Experience working with business, professional and/or civic organizations; and
- Experience with a variety of staff.

Preferred Qualifications:

- Master's degree in Business, Education, Marketing, Management or Technology;
- Sales experience in retail, trading, industrial, financial, technical industries;
- Experience in a higher education setting;
- Experience in leading or curriculum development; and
- Experience in Lean and manufacturing management systems.

Job Snapshot

http://www.careerbuilder.com/jobsearch/jobdetails.aspx?showNewJDP=yes&job_did_... 9/18/2014

Post Date	5/5/2014
Location	New Britain, CT
Employment Type	Full-Time
Job Type	Business Development
Education	4 Year Degree
Experience	At least 5 year(s)
Manages Others	Yes
Industry	Education - Teaching - Administration
Required Travel	Not Specified
Job ID	C15-011

CareerBuilder Tip:
 • For your privacy and protection when applying to a job online, never give your social security number to a prospective employer, provide credit card or bank account information, or perform any sort of monetary transaction. Learn more.
 • By applying to a job using CareerBuilder.com you are agreeing to comply with and be bound by the CareerBuilder.com Terms and Conditions for use of our website. To use our website, you must agree with the Terms and Conditions and both email and comply with their provisions.

http://www.careerbuilder.com/jobsearch/jobdetails.aspx?showNewJDP=yes&job_did_... 9/18/2014



Back to Opportunities
Administrative Faculty
[C15-011] - Business Development Manager

Position Information

Category: Administrative Faculty
 Deadline: 9/19/2014
 Created Person: Nicholas P. [redacted]
 Email: [redacted]

Job Description

The Office of Technology & Business Development (ITBD) seeks a Business Development Manager to manage, plan, develop, and direct sales initiatives for outreach programs to raise the level of awareness of and effectively market the core business services of the ITBD in various areas such as training, including business skill development, productivity training programs, consultation, conferencing, and business incubation services. Core responsibilities include sales lead generation, proposal writing, project management and program development.

Required Qualifications:

- Bachelor's degree;
- Five years demonstrated sales success with proven closure rate;
- Documented record of success in proposal and grant writing;
- Knowledge of and experience in working with small business markets;
- Experience in marketing and selling to executive level decision makers;
- Experience working with business, professional and/or civic organizations; and
- Experience with a variety of staff.

Preferred Qualifications:

- Master's degree in Business, Education, Marketing, Management or Technology;
- Sales experience in retail, trading, industrial, financial, technical industries;
- Experience in a higher education setting;
- Experience in leading or curriculum development; and
- Experience in Lean and manufacturing management systems.

Candidate must be a citizen or permanent resident of the United States. The Office of Technology & Business Development (ITBD) is an equal opportunity employer. The Office of Technology & Business Development (ITBD) is an equal opportunity employer. The Office of Technology & Business Development (ITBD) is an equal opportunity employer.

The Office of Technology & Business Development (ITBD) is an equal opportunity employer. The Office of Technology & Business Development (ITBD) is an equal opportunity employer. The Office of Technology & Business Development (ITBD) is an equal opportunity employer.

Applications & Applications: For full consideration, applications must be received by September 19, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to <http://hosted.ccsu.edu/hr/index.php> and submit the following:

- Letter of Interest addressing qualifications for the position
- Current resume, PDF
- Names of three current professional references with email and email address, and phone numbers.

No emailed or hard copies will be accepted. Please indicate your primary mailing address on the application form. For more information and to begin the application process, go to <http://hosted.ccsu.edu/hr/index.php> and submit the following:

Central Connecticut State University is an Affirmative Action and Equal Opportunity Employer. We have an affirmative action program, recruitment and promotion policies and procedures that are based on merit and are open to all.

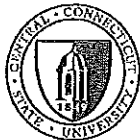
Central Connecticut State University 2014 Human Resources - Job Applicant Tracking System



Business Development Manager [#C15-011]

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Economic and Business Development
Posted: 08/05/2014
Application Due: 09/18/2014
Type: Full Time

The Institute of Technology & Business Development (ITBD) seeks a Business Development Manager to manage, plan, develop, and direct sales initiatives for outreach programs to raise the level of awareness of and effectively market the core business services of the ITBD in various areas such as training, including business skills/process/productivity training programs, consultation, conferencing, and business incubation services. Core responsibilities include sales lead generation, proposal/grant writing, project management and program development.



Required Qualifications:

- Bachelor's degree;
- Five years demonstrated sales success with proven closure rate;
- Demonstrated record of success in proposal and grant writing;
- Knowledge of and experience in working with small business markets;
- Experience in marketing and selling to executive level decision makers;
- Experience working with business, professional and/or civic organizations; and,
- Experience with supervision of staff.

Preferred Qualifications:

- Master's degree in Business, Education, Marketing, Management or Technology;
- Sales experience in manufacturing, industrial, financial, technical industries;
- Experience in a higher education setting;
- Experience in teaching or curriculum development; and,
- Experience in Lean and manufacturing management systems.

For full consideration, applications must be received by September 19, 2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to <http://highereds.com/centralconnecticutstate> and submit the following:

- Letter of interest addressing qualifications for the position;
- Current resume; and,
- Names of three current professional references with email and phone addresses, and phone numbers.

No emailed or hard copies will be accepted.

Application Information

Contact: Nicholas Petrino, Jr.
 Search Committee Chair
 Central Connecticut State University
Online App. Form: <http://highereds.com/centralconnecticutstate/job/24>

More Information on Central Connecticut State University

Institutional Profile
 Direct coaching for Central Connecticut State University on HigherEdJobs.
[CCSU Home Page](#)
[CCSU Job Posting webpage](#)
[State of CT webpage](#)

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are particularly encouraged to apply.

Indeed Job Search

Media Technician #C15-009
Central Connecticut State University - New Britain, CT

Central Connecticut State University's Information Technology department seeks a Media Technician to provide operational support to the Media Center with a focus on media production, audio-visual technology support, and creative services. Candidates are expected to be committed to media production and working with a diverse student body.


Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio-visual technician and professional technician in AVX, Olan, Olanet or other EdTech).
- Two years of professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and professional and commercial grade audio-visual systems.
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting and.
- Good interpersonal skills with demonstrated ability to work well with others.

Equalized consideration of hiring and experience may be considered. Apply by clicking the provided email address.

Salary: \$21,000 - \$24,000 - Exact

Apply Now
Please review application instructions before apply.



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Central Connecticut State University
CCSU is one of four state universities in the State of Connecticut for Higher Education. Central Connecticut State University.

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<http://www.indeed.com/viewjob?cmp=Central-Connecticut-State-University&t=Media+Te...> 9/18/2014

IT: MEDIA TECHNICIAN [#C15-009] Jobs in New Britain, CT - Central Connecticut St... Page 1 of 2

IT: MEDIA TECHNICIAN [#C15-009]

Central Connecticut State University
Job Description

Central Connecticut State University's Information Technology department seeks a full-time Media Technician to provide operational support to the Media Center with a focus on media production, audio-visual technology support, and creative services. Candidates are expected to be committed to media production and working with a diverse student body.

For full consideration, applications must be received by September 19, 2014. For more information and to begin the application process, go to <http://ccsu.edu/itrecruiting.php>

Job Requirements

Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio-visual technician and professional technician in AVX, Olan, Olanet or other EdTech);
- Two years of professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and professional and commercial grade audio-visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting and;
- Good interpersonal skills with demonstrated ability to work well with others.

Preferred Qualifications:

- Working knowledge of Serial Digital Interface (SDI) both standard definition and high definition working knowledge of classroom control systems (Edtron & Crestron);
- Experience operating and understanding broadcast mixing equipment; and
- Minimal knowledge of networking media-related equipment via internal protocol (IP).

Job Snapshot

Post Date	9/9/2014
Location	New Britain, CT
Employment Type	Full-Time
Job Type	Information Technology
Education	Not Specified
Experience	At least 2 year(s)
Skills	Not Specified
Industry	Education - Teaching - Administration
Required Travel	Not Specified

http://www.careerbuilder.com/jobseeker/jobs/jobdetails.aspx?showNewJDP=yes&job_id... 9/18/2014

IT: MEDIA TECHNICIAN [#C15-009] Jobs in New Britain, CT - Central Connecticut St... Page 2 of 2

Job ID C15-009

CareerBuilder Tip:

For your privacy and protection, when applying to a job online, never give your social security number to a prospective employer, provide credit card or bank account information, or perform any sort of monetary transaction. Learn more.

By applying to a job using CareerBuilder.com you are agreeing to comply with and be subject to the CareerBuilder.com Terms and Conditions for use of our website. To use our website, you must agree with the Terms and Conditions and both read and comply with their provisions.

http://www.careerbuilder.com/jobseeker/jobs/jobdetails.aspx?showNewJDP=yes&job_id... 9/18/2014

Media Technician

Central Connecticut State University

C15-009

Central Connecticut State University's Information Technology department seeks a full-time Media Technician to provide operational support to the Media Center with a focus on media production, academic technology support, and creative services. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Apply Now or Save Job

Posted: September 5, 2014
Location: New Britain, Connecticut
Salary: 42,097.00 - 72,629.00

Type: Full Time - Experienced
Categories: Audiovisual Industry, Information Technology

Central Connecticut State University

CCSU is one of four state universities with the Board of Regents for Higher Education, Connecticut State Colleges & Universities. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a degree." The Princeton Re...

Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio visual technician and professional certifications in AMX, Cisco, Crestron and/or Edtron)
- Two years' professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and promotional and commercial grade audio visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting; and,
- Good interpersonal skills with demonstrated ability to work well with others.

Equivalent combination of training and experience may be considered.

Please apply at <http://hosted.ccsu.edu/hr/index.php?job=85>

Internal Number: C15-009

<http://jobs.itsa.info.com.org/jobs/6462593/media-technician>

9/18/2014

CCSU HR Applicant Tracking System

Page 1 of 1



Back to Open Roles
Administrative Faculty
[015-009] - Information Technology: Media Technician

Position Information

Category: Administrative Faculty
Day Office: 2114-4548
Contact Person: Ryan Pyle
Email Address: Ryan.Pyle@ccsu.edu
Phone: 860-339-2277

Job Description

Central Connecticut State University's Information Technology Department seeks a full-time Media Technician to provide operational support to the Media Center with a focus on media production, academic technology support, and creative services. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio visual technician and professional certifications in AMX, Cisco, Crestron and/or Edtron)
- Two years' professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and promotional and commercial grade audio visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting; and,
- Good interpersonal skills with demonstrated ability to work well with others.

Equivalent combination of training and experience may be considered.

The University of Connecticut is an affirmative action/equal opportunity institution. The Board of Regents for Higher Education, Connecticut State Colleges & Universities, established a policy of affirmative action/equal opportunity for all persons. The University of Connecticut is an affirmative action/equal opportunity institution. The Board of Regents for Higher Education, Connecticut State Colleges & Universities, established a policy of affirmative action/equal opportunity for all persons. The University of Connecticut is an affirmative action/equal opportunity institution. The Board of Regents for Higher Education, Connecticut State Colleges & Universities, established a policy of affirmative action/equal opportunity for all persons.

The University of Connecticut is an affirmative action/equal opportunity institution. The Board of Regents for Higher Education, Connecticut State Colleges & Universities, established a policy of affirmative action/equal opportunity for all persons. The University of Connecticut is an affirmative action/equal opportunity institution. The Board of Regents for Higher Education, Connecticut State Colleges & Universities, established a policy of affirmative action/equal opportunity for all persons.

Applicants should submit their resumes and cover letters to Ryan.Pyle@ccsu.edu by September 18, 2014. Only the applications received on the application deadline will be considered. Please contact Ryan Pyle at 860-339-2277 for more information.

• Equal Opportunity Employer
• Minorities and women preferred
• Please contact Ryan Pyle at 860-339-2277 for more information.

Central Connecticut State University is an Affirmative Action and Equal Opportunity Employer

Central Connecticut State University 2014 Open Roles - Job Applicant Tracking System

<http://hosted.ccsu.edu/hr/index.php?job=85>

9/18/2014

HigherEdJobs

IT: Media Technician [#C15-009]

Ref: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Computing - I&M/media
Posted: 08/05/2014
Application Due: 08/19/2014
Type: Full Time

Central Connecticut State University's Information Technology department seeks a *Media Technician* to provide operational support to the Media Center with a focus on media production, academic technology support, and creative services. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications:**

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio visual technician and professional certifications in AVID, Cisco, Crestron and/or Ektron);
- Two year professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and professional and commercial grade audio visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting; and,
- Good interpersonal skills with demonstrated ability to work well with others.

Preferred Qualifications:

- Working knowledge of Serial Digital Interface (SDI) both standard definition and high definition working knowledge of classroom control systems (Ektron & Crestron);
- Experience operating and understanding broadcast mastering equipment; and,
- Minimal knowledge of networking media-related equipment via internal protocol (IP).

For full consideration, applications must be received by **September 19, 2014**. For more information and to begin the application process, go to <http://hr.its@ccsu.edu/centralstate/itjobs>

Application Information

Contact: Ryan Wick
 Search Committee Chair
 Central Connecticut State University
Online App. Form: <http://hr.its@ccsu.edu/centralstate/itjobs>

More Information on Central Connecticut State University

<http://www.higheredjobs.com/search/details.cfm?jobcode=175946636&alD=1027&print=...> 9/11/2014

Equal Opportunity Employer
 Central Connecticut State University on HigherEdJobs.
 CCSU Equal Opportunity
 CCSU Job Posting Website
 State of CT Website

CCSU is an equal opportunity and affirmative action employer. Members of all backgrounds, ethnic groups, races, religions and persons with disabilities are invited and encouraged to apply.

<http://www.higheredjobs.com/search/details.cfm?jobcode=175946636&alD=1027&print=...> 9/11/2014

IT: MEDIA TECHNICIAN [#C15-009]

Central Connecticut State University's Information Technology department seeks a full-time Media Technician to provide operational support to the Media Center with a focus on media production, academic technology support, and creative services. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio visual technician and professional certificate in AACC, Cisco, Crestron and/or Etron);
- Two years' professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and promotional and commercial grade audio visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting; and,
- Good interpersonal skills with demonstrated ability to work well with others.

Preferred Qualifications:

- Working knowledge of Serial Digital Interface (SDI) both standard definition and high definition working knowledge of classroom control systems (Etron & Crestron);
- Experience operating and understanding broadcast metering equipment; and,
- Minimal knowledge of networking media-related equipment via Internet protocol (IP).

For full consideration, applications must be received by September 19, 2014. For more information and to begin the application process, go to <http://hrat.ccsu.edu/hrat/default.php>

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Central Connecticut State University
 Location: New Britain, CT 06600
 Document ID: A9335-3711

HigherEd

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IT: Media Technician [#C15-009]

Location: **Central Connecticut State University**
 New Britain, CT
 Category: **Admin - Computing - Media**
 Period: **09/02/2014**
 Application Due: **09/19/2014**
 Type: **Full Time**

Central Connecticut State University's Information Technology department seeks a full-time Media Technician to provide operational support to the Media Center with a focus on media production, academic technology support, and creative services. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree in communications, media technology or other related field or equivalent (six years of professional work experience as an audio visual technician and professional certificate in AACC, Cisco, Crestron and/or Etron);
- Two years' professional work experience in the operation and production of media center programs, including equipment repair such as TV studio, editing, and promotional and commercial grade audio visual systems;
- Experience with broadcast production equipment, non-linear editing systems, audio equipment and lighting; and,
- Good interpersonal skills with demonstrated ability to work well with others.

Preferred Qualifications:

- Working knowledge of Serial Digital Interface (SDI) both standard definition and high definition working knowledge of classroom control systems (Etron & Crestron);
- Experience operating and understanding broadcast metering equipment; and,
- Minimal knowledge of networking media-related equipment via Internet protocol (IP).

For full consideration, applications must be received by September 19, 2014. For more information and to begin the application process, go to <http://hrat.ccsu.edu/hrat/default.php>

Application Information

Contact: **Ryan Wark**
 Search Committee Chair
 Central Connecticut State University
 Online App. Form: <http://hrat.ccsu.edu/hrat/default.php>

More Information on Central Connecticut State University

- [Academic Profile](#)
- [Current Rankings for Central Connecticut State University on HigherEdJobs](#)
- [CCSU Home Page](#)
- [CCSU Job Posting Database](#)
- [State of CT Website](#)

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

<http://www.higheredjobs.com/state/details.cfm?JobCode=175946636&Title=IT%3A%20M...> 9/9/2014

<http://www.higheredjobs.com/state/details.cfm?JobCode=175946636&Title=IT%3A%20M...> 9/9/2014

Athletics: Sports Information Assistant [#C15-058] - HigherEdJobs

Page 1 of 2

This position is no longer an active posting on HigherEdJobs



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Athletics: Sports Information Assistant [#C15-058] « Position Deleted on 2/10/2015 »

Institution: Central Connecticut State University

Location: New Britain, CT

Category: Admin - Athletics and Coaching

Posted: 01/26/2015

App. Due: 02/09/2015

Type: Full Time

This position is no longer an active posting on HigherEdJobs

Central Connecticut State University's Athletics Department invites applications for a full-time Sports Information Assistant. The successful candidate will primarily be responsible for assisting in the compiling and disseminating of information relative to intercollegiate athletics both on and off campus and will act as the primary contact for several women's sports, including women's basketball. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Bachelor's degree
- Two (FTE) years of professional work experience in Sports Information
- Ability to relate effectively to the general public, university staff and media personnel
- Commitment to serving a culturally diverse student body

Preferred Qualifications:

- Experience with video editing and online streaming
- Possess interpersonal/human relation skills including good listening skills and both verbal and written communication skills
- Experience with Stat Crew

For full consideration, applications must be received by February 9, 2015. Salary is commensurate with education and experience. For more information and to begin the application process, go to <https://hrat.ccsu.edu/index.php?job=121>

<http://jobs.diversejobs.net/candidate/processandview/printablejob?docId=A9335-3711&on> 07/17/2014

<http://hrat.ccsu.edu/hrat/default.php?job=115>

Job Tracking System



Back to Opportunities
Administrative Faculty
[#C15-033] - Academic Affairs: Title Search Project Assistant

Position Information

Category: Administrative Faculty
Division: 2146-12-23
Contact Person: [redacted]
Work Area: [redacted]
Email: [redacted]

Job Description

Central Connecticut State University's Academic Affairs Department invites applications for a full-time, graduate-level, English Assistant. The successful candidate will assist the Program Coordinator in providing educational and related program activities to a group of approximately 1000 students. The position involves a variety of tasks including but not limited to: providing academic and career guidance to students and high school students from the New Britain School District. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree
- One year (FTE) of demonstrated professional work experience working with educational programs in a school, secondary or postsecondary higher education environment.
- Experience working with a diverse population from first-generation college students, low-income and other underserved communities.
- Effective communication (written and verbal) and interpersonal and organizational skills.
- Demonstrated ability and knowledge of internet data and student information systems.

Preferred Qualifications:

- Experience with 1000 programs
- Bilingual skills, preferably in Spanish or Polish
- Experience working in urban schools or communities

Equivalent combination of training and experience may be considered.

The University (CCSU) is one of four state universities with the Board of Regents for Higher Education, Connecticut State Colleges & Universities. Each profession and a wide array of academic programs prepare students for success in whatever field they choose. CCSU is more than a campus; it is a community. It is a place where students and faculty work together to create a vibrant, diverse, and inclusive campus. The University is committed to providing a high-quality education and to serving the needs of the community. CCSU is a member of the Association of Public State Universities and Colleges (APSUC) and is a member of the Association of State Universities and Colleges (ASUC). For more information, visit our website at <http://www.ccsu.edu>.

The Community: CCSU is located in New Britain, a city of over 70,000, with a rich cultural scene. It is a vibrant city with a rich history and a vibrant future. The University is committed to providing a high-quality education and to serving the needs of the community. CCSU is a member of the Association of Public State Universities and Colleges (APSUC) and is a member of the Association of State Universities and Colleges (ASUC). For more information, visit our website at <http://www.ccsu.edu>.

Application & Appointment: For full consideration, applications must be received by December 15, 2014. Salary is commensurate with education and experience, starting salary is \$42,000. To begin the application process, visit our <http://hrat.ccsu.edu> and submit the following:

- Letter of interest/covering letter for the position
- Current resume
- Names of three (3) professional references with addresses, local telephone and telephone numbers

No fee or unrelated copies will be accepted. Please make sure your Social Security Number is not listed on any documents submitted. Please send your personal identifiable information.

For a full description, contact our Vice of HR at 860-439-3333 or hr@ccsu.edu.

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C14-091

Instructional Coordinator in IT Dept. CCSU

Posted:
June 5, 2014

[Apply Now](#) or [Save Job](#)

Location:
New Britain, Connecticut

Salary:
Starting at \$0,861.00

Type:
Full Time - Experienced

Category:
Faculty/Instruction

Required Education:
4 Year Degree

Central Connecticut State University invites applications for a full-time, Instructional Coordinator in the Information Technology department. The successful candidate will assist the Instructional Design and Technology Resource Center Supervisor in the overall operation of the center, particularly in the area of instructional design, production, and utilization of media and multimedia materials. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Bachelor's degree
- Three (3) years' of professional work experience in the development of computer-based instructional materials
- Experience in the creation of training documentation and/or video tutorials
- Demonstrated ability to work with a wide variety of individuals
- Strong organizational skills

Preferred Qualifications:

- Master's degree in educational technology, instructional design, or other relevant field
- Experience providing training to individuals and groups in a higher education or corporate environment
- Ability to work independently and in a team environment
- Experience with a learning management system
- Experience in one or more of the following: support of video conferencing, online teaching, instructional design
- Experience working with college faculty, staff and adult learners on instructional design issues

NOTES:

Additional Salary Information: Rank is A3 in CCSU's HR system.
Internal Number: C14-091

CCSU
Website

<https://www.higheredjobs.com/m/details.cfm?JobCode=176012070&Title=Athletics%3A%...> 7/7/2015

Page 2 of 2

<http://jobs.educause.edu/jobs/6259693/instructional-coordinator-in-it-dept>

6/13/2014

Central Connecticut State University is a community of learners dedicated to teaching and scholarship that emphasizes development and application of knowledge and ideas through research and outreach activities, and prepares students to be thoughtful, responsible and successful citizens. As a comprehensive public university, we provide broad access to quality degree programs at the baccalaureate, m...

JOB POSTING

State of Connecticut JOB POSTING

HUMAN RESOURCES ADMINISTRATIVE OPERATIONS ASSISTANT

CENTRAL CONNECTICUT STATE UNIVERSITY JOB OPPORTUNITY OFFICE ASSISTANT

PLEASE FOLLOW THE SPECIFIC APPLICATION INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public
Location: Central Connecticut State University
Job No.: C14-068
Hours: 8 AM to 5 PM
Salary: \$46,789 Minimum
Closing Date: February 28, 2014

Open To: State Employees / Candidates on a current Office Assistant exam list (see Eligibility Requirements)
Location: Recruitment and Admissions
Job Posting No.: C14-082
Hours: Monday through Friday - 40 hours per week
Salary: \$38,552 to \$50,582 Annually
Closing Date: May 28, 2014

Knowledge, Skills and Abilities: Central Connecticut State University is seeking an energetic professional to assist in a broad range of human resources functions. Responsibilities will include responding to questions from employees, students, and the public; processing a variety of forms; data entry; compiling data and reports; and personnel records management and retention. This position is a non-union management confidential position.

The Recruitment and Admissions Department is a very active and energetic department. The Office Assistant is responsible for a full range of support duties and will have direct contact with students, faculty, and staff. Must have the desire to learn and be part of a team, and possess a high level of organizational and communication skills. Experience with Microsoft Office, Banner, and Imaging is preferred.

General Experience (Required Qualifications):

- Two years' (FTE) professional experience in human resources;
- Demonstrated ability to understand and interpret contracts, policies and procedures;
- Proficiency using word processing, spreadsheets, and presentation software;
- Excellent organizational and problem solving skills, including attention to detail; and,
- Excellent interpersonal and communication (oral, written and cross-cultural) skills.

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Office Assistant exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities: Knowledge of office systems and procedures including proper telephone usage and filing; oral and written communication skills; skill in performing arithmetical computations; basic interpersonal skills; ability to perform a full range of clerical tasks; ability to operate office equipment which includes personal computers, computer terminals and other electronic automated equipment; ability to operate office suite software; ability to schedule and prioritize workflow; ability to read and interpret complex instructions.

Special Requirement (Preferred Qualifications):

- Experience working in a unionized environment in public sector human resources;
- Experience with HRIS software, database management and Microsoft Office Suite;
- Ability to gather and analyze data; and,
- Knowledge of data privacy laws.

General Experience: Two (2) years' general clerical work experience.

Substitution Allowed: College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equating six (6) months of experience.

Substitution Allowed: Equivalent combination of training and experience may be considered.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Working Conditions: Excellent fringe benefits, including tuition waiver for employee and eligible dependents.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C14-082); 2) a completed State application (CT-HR-12 -- available at http://das.ct.gov/HR/Forms/CT-HR-12_Application.pdf and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by May 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Application Instructions: For full consideration, applications must be received by close of business Friday, February 28, 2014. For more information and application instructions, please go to our website: www.ccsu.edu/jobs.

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

(Telephone: 860-832-1768)

CCSU is an equal opportunity and affirmative action employer.

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut JOB POSTING

State of Connecticut JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY JOB OPPORTUNITY

CENTRAL CONNECTICUT STATE UNIVERSITY JOB OPPORTUNITY

OFFICE ASSISTANT

CLERK TYPIST

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Office Assistant exam list (see Eligibility Requirements)
Location: Information Technology - Card Office
Job Posting No.: C14-080
Hours: Forty (40) hours per week -- work schedule to be determined. May be required to work on Saturdays occasionally.
Salary: \$38,552 to \$50,582 Annually
Closing Date: May 9, 2014

Open To: The Public
Location: Facilities Management/Events Management
Job Posting No.: C14-087
Hours: Forty (40) hours per week -- 8:00 am -- 4:30 pm. May be required to work some nights & weekends
Salary: Starting Salary - \$1,364.07/hi-weekly - \$35,602/annualized (CL-10)
Closing Date: July 31, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Office Assistant exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Eligibility Requirement: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Knowledge of office systems and procedures including proper telephone usage and filing; oral and written communication skills; skill in performing arithmetical computations; basic interpersonal skills; ability to perform a full range of clerical tasks; ability to operate office equipment which includes personal computers, computer terminals and other electronic automated equipment; ability to operate office suite software; ability to schedule and prioritize workflow; ability to read and interpret complex instructions.

Knowledge, Skills and Abilities: Knowledge of office procedures including proper telephone usage and filing; knowledge of spelling, punctuation and grammar; skill in typing a variety of materials; basic interpersonal skills; basic oral and written communication skills; basic skill in performing arithmetical computations; ability to operate office equipment which includes personal computers, computer terminals and other electronic equipment; ability to perform basic clerical tasks such as coding, sorting, alphabetizing and numeric ordering.

General Experience: Two (2) years' general clerical work experience.

Substitution Allowed: College training may be substituted for the General Experience on the basis of fifteen (15) semester hours equating six (6) months of experience.

General Experience: Six (6) months as a Typist or its equivalent.

Substitution Allowed: Graduation from high school with coursework in typing.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C14-080); 2) a completed State application (CT-HR-12 -- available at http://das.ct.gov/HR/Forms/CT-HR-12_Application.pdf and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by May 9, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C14-087); 2) a completed State application (CT-HR-12 -- available at http://das.ct.gov/HR/Forms/CT-HR-12_Application.pdf and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by July 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

(Telephone: 860-832-1768)

(Telephone: 860-832-1768)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity and affirmative action employer. Members of all underrepresented groups women, veterans and persons with disabilities are invited and encouraged to apply.

CCSU aggressively pursues a program of equal employment and educational opportunity and affirmative action. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
CLERK TYPIST

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public
Location: Campus Police Department
Job Posting No: C14-092
Hours: Forty (40) hours per week – 8:00 am – 5:00 pm with a 1 hour meal period
May be required to work some nights & weekends
Salary: Starting Salary: \$1,364.07/8h-weekly
\$35,602/Annually (CL-10)
Closing Date: August 1, 2014

Knowledge, Skills and Abilities: Knowledge of office procedures including proper telephone usage and filing; knowledge of spelling, punctuation and grammar; skill in typing a variety of materials; basic interpersonal skills; basic oral and written communication skills; basic skill in performing arithmetical computations; ability to operate office equipment which includes personal computers, computer terminals and other electronic equipment; ability to perform basic clerical tasks such as coding, sorting, alphabetizing and numeric ordering.

General Experience: Six (6) months as a Typist or its equivalent.

Substitution Allowed: Graduation from high school with coursework in typing.

Note: The filling of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C14-092); 2) a completed State application (CT-HR-12 – available at http://das.ct.gov/HRTForms/CT-HR-12_Application.pdf) and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by August 1, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall – Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
(Telephone: 860-832-1756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity and affirmative action employer. Members of all underrepresented groups women, veterans and persons with disabilities are invited and encouraged to apply.

State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY – ANTICIPATED VACANCY
ADMINISTRATIVE ASSISTANT

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Administrative Assistant exam (see Eligibility Requirements)
Location: Fiscal Affairs
Job Posting No: C15-055
Hours: Monday through Friday – 40 hours per week
Salary: \$52,354 to \$57,762 Annually (Salary Grade CL 10)
Closing Date: December 28, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Administrative Assistant exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities: Considerable knowledge of office administration and management; considerable knowledge of department and/or all policies and procedures; considerable knowledge of proper grammar, punctuation and spelling; considerable knowledge of business communication; knowledge of business rules and regulations; interpersonal skills; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office software; ability to take notes (shorthand), speaking or other method acceptable to manager.

General Experience: Four (4) years' experience above the routine clerk level in office support or secretarial work.

Special Experience: One year of the General Experience must have been as a Secretary 2 or its equivalent.

Substitution Allowed: College training in the essential sciences may be substituted for the General Experience on the basis of 16 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Experience:

Experience working with Fiscal Division Units such as Contracts, Budgeting, Finance Office, Budgeting, Payroll and Purchasing Section. Experience utilizing advanced fiscal skills such as working with complex formulas and pivot tables. Experience with databases including building queries and reports. Experience operating spreadsheets and wordprocessors.

Note: The filling of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions:

Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date that includes the following:

- 1) Cover letter specifying this Job Posting Number: C15-055
- 2) a completed State application (CT-HR-12) available at http://das.ct.gov/HRTForms/CT-HR-12_Application.pdf
- 3) the names, titles and phone numbers of two current professional references
- 4) State employees attach copies of your two most recent performance appraisals.

Incomplete application packages will not be accepted. Applications must be postmarked by December 25, 2014. Faxes will not be accepted. Send cover letter, application, references and performance appraisals to:

Human Resources
Davidson Hall – Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
(Telephone: 860-832-1756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Secretary 2 exam (see Eligibility Requirements)
Location: Center for Advocacy and Career Exploration
Job Posting No: C15-090 (Include Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$45,350 to \$50,318 Annually (Salary Grade CL10)
Closing Date: November 20, 2014

Eligibility Requirements:

State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Secretary 2 exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities:

Considerable knowledge of office systems and procedures; considerable knowledge of proper grammar, punctuation and spelling; knowledge of business communication; knowledge of department and/or all policies and procedures; considerable knowledge of business rules and regulations; interpersonal skills; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office software; ability to take notes (shorthand), speaking or other method acceptable to the supervisor.

General Experience:

Three (3) years' experience above the routine clerk level in office support or secretarial work.

Special Experience:

One year of the General Experience must have been as a Secretary 1 or its equivalent.

Substitution Allowed:

College training in the essential sciences may be substituted for the General Experience on the basis of 16 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Experience:

Experience working in an educational environment. Experience in a budgeted environment with interpersonal and customer service skills. Experience working with confidential and sensitive information. Experience in providing support utilizing problem solving and interpersonal skills. Experience working independently.

Note: The filling of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions:

Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date for each Secretary 2 position applying for that includes the following:

- 1) cover letter specifying this Job Posting Number: C15-090
- 2) a completed State application (CT-HR-12) available at http://das.ct.gov/HRTForms/CT-HR-12_Application.pdf
- 3) the names, titles and phone numbers of two current professional references
- 4) State employees attach copies of your two most recent performance appraisals.

Incomplete application packages will not be accepted. Applications must be postmarked by November 20, 2014. Faxes will not be accepted. Send cover letter, application, references and performance appraisals to:

Human Resources
Davidson Hall – Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
(Telephone: 860-832-1756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Secretary 2 exam (see Eligibility Requirements)
Location: History Department
Job Posting No: C15-032 (Include Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$45,350 to \$50,318 Annually (Salary Grade CL10)
Closing Date: December 1, 2014

Eligibility Requirements:

State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Secretary 2 exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities:

Considerable knowledge of office systems and procedures; considerable knowledge of proper grammar, punctuation and spelling; knowledge of business communication; knowledge of department and/or all policies and procedures; considerable knowledge of business rules and regulations; interpersonal skills; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office software; ability to take notes (shorthand), speaking or other method acceptable to the supervisor.

General Experience:

Three (3) years' experience above the routine clerk level in office support or secretarial work.

Special Experience:

One year of the General Experience must have been as a Secretary 1 or its equivalent.

Substitution Allowed:

College training in the essential sciences may be substituted for the General Experience on the basis of 16 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Experience:

Experience working in an educational environment. Experience in a budgeted environment with interpersonal and customer service skills. Experience working with confidential and sensitive information. Experience in providing support utilizing problem solving and interpersonal skills. Experience working independently.

Note: The filling of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions:

Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date that includes the following:

- 1) Cover letter specifying this Job Posting Number: C15-032
- 2) a completed State application (CT-HR-12) available at http://das.ct.gov/HRTForms/CT-HR-12_Application.pdf
- 3) the names, titles and phone numbers of two current professional references
- 4) State employees attach copies of your two most recent performance appraisals.

Incomplete application packages will not be accepted. Applications must be postmarked by December 1, 2014. Faxes will not be accepted. Send cover letter, application, references and performance appraisals to:

Human Resources
Davidson Hall – Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
(Telephone: 860-832-1756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

STATE OF CONNECTICUT
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Secretary 2 exam list (see Eligibility Requirements)
Location: Residence Life
Job Posting No: C15-001
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$14,058 to \$37,883 Annually
Closing Date: December 12, 2013

Open To: State Employees
Location: Counseling Education & Family Therapy / Reading & Language Arts
Job Posting No: C15-001
Hours: 40 hours per week - 8 a.m. to 5 p.m. with a 1 hour meal period
Salary: Starting Salary - \$1,737.94/hr-weekly - \$45,360/annuarized (CL16)
Closing Date: July 31, 2014

This position serves as the primary support for Residence Life. The person selected for this position will have frequent contact with students, parents, faculty, staff, vendors and the general public and be responsible for a full range of secretarial duties to include, but not be limited to: typing, editing and proofreading various documents; file a, drafting, organizing and maintaining data in the State database as well as other databases; responding to correspondence; report writing; organizational duties; answering incoming and outgoing telephone calls; handling travel requests; handling expense accounts; and term paper work; creating and maintaining student databases and bank website updates; working with requests of housing placement, including break housing, living and refund trips, meal plan registration and the use of third party software programs and more.

Eligibility Requirements: Candidates must have applied for and passed the Secretary 2 examination and be on the current certification list promulgated by the Department of Administrative Services for this classification. State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Eligibility Requirements: Candidates must have applied for and passed the Secretary 2 exam and be on the current certification list promulgated by the Department of Administrative Services for this classification. State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Considerable knowledge of office systems and procedures; considerable knowledge of proper grammar, punctuation and spelling; knowledge of business communications; knowledge of department's duties, policies and procedures; some knowledge of business math; interpersonal skills; ability to schedule and prioritize office work; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office suite software; ability to take notes (shorthand, speed writing or other method acceptable to the supervisor).

General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work.
Special Experience: One year of the General Experience must have been as a Secretary 1 or its equivalent.
Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

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

Special Experience: One year of the General Experience must have been as a Secretary 1 or its equivalent.

Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

General Experience: Three (3) years' experience above the routine clerk level in office support or secretarial work.
Special Experience: One year of the General Experience must have been as a Secretary 1 or its equivalent.
Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C15-001); 2) a completed State application (CT-HR-12 - available at <http://www.ct.gov/hr/forms/ct-hr-12-application.pdf> and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by December 12, 2013. Fees will not be accepted. Send cover letter, application and references to:

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying this posting (C15-001); 2) a completed State application (CT-HR-12 - available at <http://www.ct.gov/hr/forms/ct-hr-12-application.pdf> and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by July 31, 2014. Fees will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06053
(Telephone: 860-832-1765)

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06053
(Telephone: 860-832-1765)

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AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

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Open To: State Employees / Candidates on a current Secretary 2 exam list (see Eligibility Requirements)
Location: Theatre Department
Job Posting No: C15-018 (Includes Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$15,560 to \$39,318 Annually (Salary Grade CL16)
Closing Date: November 20, 2014

Open To: State Employees / Candidates on a current Secretary 2 exam list (see Eligibility Requirements)
Location: Communication Department
Job Posting No: P15-021 (Includes Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$15,560 to \$39,318 Annually (Salary Grade CL16)
Closing Date: November 20, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Secretary 2 exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Secretary 2 exam and be on the current certification list promulgated by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities: Considerable knowledge of office systems and procedures; considerable knowledge of proper grammar, punctuation and spelling; knowledge of business communications; knowledge of department's duties, policies and procedures; some knowledge of business math; interpersonal skills; ability to schedule and prioritize office work; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office suite software; ability to take notes (shorthand, speed writing or other method acceptable to the supervisor).

Knowledge, Skills and Abilities: Considerable knowledge of office systems and procedures; considerable knowledge of proper grammar, punctuation and spelling; knowledge of business communications; knowledge of department's duties, policies and procedures; some knowledge of business math; interpersonal skills; ability to schedule and prioritize office work; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office suite software; ability to take notes (shorthand, speed writing or other method acceptable to the supervisor).

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

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

Special Experience: One year of the General Experience must have been as a Secretary 1 or its equivalent.

Special Experience: One year of the General Experience must have been as a Secretary 1 or its equivalent.

Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Experience: Experience using Microsoft Office applications including MS Word, Excel, Outlook and PowerPoint computer systems. Experience in providing support for problem solving and integration of data. Experience working with preparing and monitoring budgets.

Preferred Experience: Experience with creating and moving reports. Experience working with word processing and generative information. Experience in providing support for problem solving and data processing skills. Experience with organizational prioritization skills. Experience working independently.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Note: The filing of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date for each Secretary 2 position applying for that includes the following:

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date for each Secretary 2 position applying for that includes the following:

- 1) Cover letter specifying this Job Posting Number (C15-018)
- 2) a completed State application (CT-HR-12) available at <http://www.ct.gov/hr/forms/ct-hr-12-application.pdf>
- 3) the names, titles and phone numbers of two current professional references
- 4) State employees attach copies of your most recent performance appraisals.

- 1) Cover letter specifying this Job Posting Number (P15-021)
- 2) a completed State application (CT-HR-12) available at <http://www.ct.gov/hr/forms/ct-hr-12-application.pdf>
- 3) the names, titles and phone numbers of two current professional references
- 4) State employees attach copies of your most recent performance appraisals.

Incomplete application packages will not be accepted. Applications must be postmarked by November 20, 2014. Fees will not be accepted. Send cover letter, application, references and performance appraisals to:

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Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06053
(Telephone: 860-832-1765)

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Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06053
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State of Connecticut
JOB POSTING
CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
SECRETARY 2

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Secretary 2 exam list (see Eligibility Requirements)
Location: Office of School and Community Partnerships
Job Posting No: C15-057 (include Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 5 P.M. with a 1 hour meal period (40 hours per week)
Salary: \$45,350 to \$59,316 Annually (Salary Grade CL15)
Closing Date: March 2, 2015

The Office of School and Community Partnerships coordinates all aspects of the student teaching application and placement process. This includes regular and timely communication with students, student teaching supervisors, and program coordinators. In addition, the Office tracks field experience and assessment data in an electronic database. The Secretary for this Office will provide clerical support to the Coordinator of School and Community Partnerships in these and other duties.

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates shall have applied for and passed the Secretary 2 exam and be on the current certification list provided by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities: Considerable knowledge of office systems and procedures; considerable knowledge of paper grammar, punctuation and spelling; knowledge of business correspondence; knowledge of departmental rules, policies and procedures; general knowledge of business methods; interpersonal skills; ability to schedule and prioritize office work; ability to operate office equipment which includes personal computers and other electronic equipment; ability to operate office telephones; ability to take notes (shorthand, speedwriting or other method acceptable to the supervisor).

General Experience: Three (3) years' experience above the minimum desk level in office support or secretarial work.

Special Experience: One year of the General Experience must have been as a Secretary I or its equivalent.

Substitution Allowed: College training in the secretarial sciences may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience to a maximum of two (2) years.

Preferred Experience:

Experience working in an educational environment
Experience working under more than one supervisor or with several different units
Experience using Microsoft Office applications including MS Word, Excel, Outlook and PowerPoint computer systems
Ability to create and revise reports
Experience in a fast-paced environment with interpersonal and customer service skills
Experience working with confidential and time sensitive information
Experience working independently.

Note: The filing of this position will be in accordance with unemployment, EEOAD, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date for each Secretary 2 position applying for that includes the following:

- 1) Cover letter specifying the Job Posting Number (C15-057)
- 2) A completed State application (CT-AS040) available at <http://hr.state.ct.us/HRForms/CTAS040>. Applications of State employees attach copies of your two most recent performance appraisals.

Complete application packages will not be accepted. Applications must be postmarked by March 2, 2015. Faxes will not be accepted. Send cover letter, application, references and performance appraisals to:

Human Resources
Dierberg Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06020
(Telephone: 860-332-3756)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal sanctions, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY

FISCAL ADMINISTRATIVE ASSISTANT
PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Fiscal Administrative Assistant examination list (see Eligibility Requirements)

Location: Business Services

Job Posting No: C14-013

Hours: Monday through Friday, 8 A.M. to 6 P.M. with a 1 hour meal period (40 hours per week)

Salary: \$52,563 to \$55,223 Annually

Closing Date: March 11, 2014

Eligibility Requirements: Candidates must have applied for and passed the Fiscal Administrative Assistant examination list and be on the current examination list managed by the Department of Administrative Services for this classification. State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Knowledge of bookkeeping, financial record keeping and basic governmental accounting principles and practices; knowledge of basic procedures of budget preparation and control; some knowledge of human resources and payroll procedures; purchasing procedures and contract preparation; basic computer skills; oral and written communication skills; candidates ability to understand, complete, and apply state and federal regulations; ability to utilize ERP systems for financial management.

General Experience: Four (4) years of experience in complex clerical work in one or more classified positions such as accounting, accounts receivable, budget management, grant administration, human resources, payroll, or purchasing.

Special Experience: Two (2) years of the General Experience must have been performing similar trade functions in electrical, plumbing and steamfitter trades. Note: For State employees, the Special Experience will be interpreted at the level of Skilled Maintainer or Transportation Maintainer 2.

Substitution Allowed: 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.

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 an Unlicensed Journeyman's license in electrical. Note: E2 License required. Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements.

Physical Requirements: Incumbents in this class must have adequate physical strength, stamina, physical ability, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties. A physical examination may be required.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and be required to use protective equipment such as respirators and safety goggles; and may be exposed to risk of injury from equipment, extreme weather conditions and/or environmental conditions. The appointing authority may require completion of an asbestos removal program consistent with EPA guidelines for operations and maintenance during employment in this class. Incumbents may be required to use protective equipment such as respirators and safety goggles.

Note: The filing of this position will be in accordance with recruitment, SEBAQ, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying this Job Posting Number: C14-013
- 2) Completed State application (CFHR-12) available at: <http://www.ct.gov/employment>
- 3) Names, titles and phone numbers of your two most recent professional references.
- 4) State employee attach copies of your two most recent performance appraisals.

Incomplete packages will not be accepted. Applications must be postmarked by November 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davison Hall - Room 419
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06603
(Telephone: 855-832-1755)

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AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER
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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY
LIBRARY TECHNICIAN

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: State Employees / Candidates on a current Library Technician exam list (see Eligibility Requirements)

Location: Library

Job Posting No: C15-002 (include Job Posting Number in Cover Letter)

Hours: Monday through Friday, 8 A.M. to 6 P.M. with a 1 hour meal period (40 hours per week)

Salary: \$55,932 to \$72,125 Annually (Salary Grade AR 20)

Closing Date: November 28, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Candidates must have applied for and passed the Library Technician exam list and be on the current examination list managed by the Department of Administrative Services for this classification.

Knowledge, Skills and Abilities: Knowledge of library classification systems; knowledge of automated library systems; interpersonal skills; oral and written communication skills.

General Experience: Four (4) years of effective experience in library work including acquisition, cataloging, circulation, interlibrary loans and reference.

Special Experience: Two (2) years of the General Experience must have been performing a similar service at the level of Library Technical Assistant.

Substitution Allowed: College training in library science may be substituted for the General Experience on the basis of 15 semester hours equating one-half (1/2) year of experience in a maximum of four (4) years for a Bachelor's degree.

Preferred Experience: Experience working with a balanced budget computer system. Experience working with an integrated library system (ILS).

Note: The filing of this position will be in accordance with recruitment, SEBAQ, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) cover letter specifying this Job Posting Number: C15-002
- 2) a completed State application (CFHR-12) available at: <http://www.ct.gov/employment>
- 3) the names, titles and phone numbers of two most recent professional references.
- 4) State employee attach copies of your two most recent performance appraisals.

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Human Resources
Davison Hall - Room 419
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06603
(Telephone: 855-832-1755)

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY

QUALIFIED CRAFT WORKER - ELECTRICAL (Vocables)

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public

Location: Facilities Management

Job Posting No: C14-013 (include Job Posting Number in Cover Letter)

Hours: Monday through Friday, 8 A.M. to 4 P.M. with a 1 hour meal period (37.5 hours per week)

Salary: \$24.97 Hourly (Salary Grade TC-11)

Closing Date: November 28, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. NOTE: E2 License required.

Knowledge, Skills and Abilities: Considerable knowledge of and ability to apply standard tools, materials, methods, and practices of electrical trade; interpersonal skills; oral and written communication skills; ability to prepare estimates and keep shop records; some ability to utilize computer software.

General Experience: Four (4) years of experience in electrical.

Special Experience: Two (2) years of the General Experience must have been performing skilled trade functions in electrical. Note: For State employees, the Special Experience will be interpreted at the level of Skilled Maintainer or Transportation Maintainer 2.

Substitution Allowed: 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.

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 an Unlicensed Journeyman's license in electrical. Note: E2 License required. Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements.

Physical Requirements: Incumbents in this class must have adequate physical strength, stamina, physical ability, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties. A physical examination may be required.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and be required to use protective equipment such as respirators and safety goggles; and may be exposed to risk of injury from equipment, extreme weather conditions and/or environmental conditions. The appointing authority may require completion of an asbestos removal program consistent with EPA guidelines for operations and maintenance during employment in this class. Incumbents may be required to use protective equipment such as respirators and safety goggles.

Note: The filing of this position will be in accordance with recruitment, SEBAQ, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying this Job Posting Number: C14-013
- 2) Completed State application (CFHR-12) available at: <http://www.ct.gov/employment>
- 3) Names, titles and phone numbers of your two most recent professional references.
- 4) State employee attach copies of your two most recent performance appraisals.

Incomplete packages will not be accepted. Applications must be postmarked by November 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davison Hall - Room 419
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06603
(Telephone: 855-832-1755)

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY
JOB OPPORTUNITY

QUALIFIED CRAFT WORKER - PLUMBING AND STEAMFITTING

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public

Location: Facilities Management

Job Posting No: C14-013 (include Job Posting Number in Cover Letter)

Hours: Monday through Friday, 8 A.M. to 4 P.M. with a 1 hour meal period (37.5 hours per week)

Salary: \$24.97 Hourly (Salary Grade TC-11)

Closing Date: November 28, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. NOTE: P4 License required.

Knowledge, Skills and Abilities: Considerable knowledge of and ability to apply standard tools, materials, methods, and practices of plumbing and steamfitting trade; interpersonal skills; oral and written communication skills; ability to prepare estimates and keep shop records; some ability to utilize computer software.

General Experience: Four (4) years of experience in plumbing and steamfitting.

Special Experience: Two (2) years of the General Experience must have been performing skilled trade functions in plumbing and steamfitting. Note: For State employees, the Special Experience will be interpreted at the level of Skilled Maintainer or Transportation Maintainer 2.

Substitution Allowed: 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.

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 an Unlicensed Journeyman's license in electrical. Note: P4 License required. Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements.

Physical Requirements: Incumbents in this class must have adequate physical strength, stamina, physical ability, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties. A physical examination may be required.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and be required to use protective equipment such as respirators and safety goggles; and may be exposed to risk of injury from equipment, extreme weather conditions and/or environmental conditions. The appointing authority may require completion of an asbestos removal program consistent with EPA guidelines for operations and maintenance during employment in this class. Incumbents may be required to use protective equipment such as respirators and safety goggles.

Note: The filing of this position will be in accordance with recruitment, SEBAQ, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying this Job Posting Number: C14-013
- 2) Completed State application (CFHR-12) available at: <http://www.ct.gov/employment>
- 3) Names, titles and phone numbers of your two most recent professional references.
- 4) State employee attach copies of your two most recent performance appraisals.

Incomplete packages will not be accepted. Applications must be postmarked by November 28, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davison Hall - Room 419
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06603
(Telephone: 855-832-1755)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal, state, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER
The State of Connecticut is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY

JOB OPPORTUNITY

QUALIFIED CRAFT WORKER - LOCKSMITH

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE

Open To: The Public
Location: Facilities Management
Job Posting No: C13-017 (Include Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 4 P.M. with a 1/2 hour meal period (37.5 hours per week)
Salary: \$22.80 Hourly (Salary Grade TC-17)
Closing Date: November 23, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer. Electronic access experience preferred.

Knowledge, Skills and Abilities: Considerable knowledge of and ability to apply standard tools, materials, methods, and practices of locksmith trade; interpersonal skills; oral and written communication skills; ability to prepare estimates and keep shop records; some ability to utilize computer software.

General Experience: Four (4) years of experience in locksmith trade.

Special Experience: Two (2) years of the General Experience must have been performing either trade functions in locksmith trade. Note: For State employees, the Special Experience will be integrated at the level of State of Maintenance or Transportation Maintainer 2.

Substitution Allowance: Graduation from a vocational or technical school with a diploma designating completion of major requirements in a maintenance trade area may be substituted for two (2) years of the General Experience.

Special Requirements: Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits or certifications including possession and retention of an Unlimited Journeyman's license in electrical. Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements. Note: Electronic access experience preferred.

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. A physical examination may be required.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and be required to use protective equipment such as respirators and safety goggles and may be exposed to risk of injury from equipment, extreme weather conditions and/or environmental conditions. The appointing authority may require completion of an asbestos removal program consistent with EPA guidelines for operations and maintenance during employment in this class. Incumbents may be required to use protective equipment such as respirators and safety goggles.

Note: The filing of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying the Job Posting Number: C13-017
- 2) Completed State application (CT-FR-12 - available at: http://hr.ct.gov/HRForms/CT-FR-12_Application.pdf)
- 3) Names, titles and phone numbers of two current professional references.
- 4) State employees attach copies of your two most recent performance appraisals.

Incomplete packages will not be accepted. Applications must be postmarked by November 23, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06520
(Telephone: 860-432-3129)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal, state, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY

JOB OPPORTUNITY

CUSTOMER

(2 Vacancies)

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE

Open To: The Public
Location: Facilities Management
Job Posting No: C13-001 (Include Job Posting Number in Cover Letter)
Hours: Monday through Friday, 8 A.M. to 4 P.M. with a 1/2 hour meal period (37.5 hours per week)
Salary: \$15.58 Hourly (Salary Grade TE-9)
Closing Date: November 23, 2014

Eligibility Requirements: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some ability in simple record keeping.

General Experience: Any experience and training which would provide the knowledge, skills and abilities listed above.

Previous Experience: In additional work environment performing custodial tasks and various maintenance services.

Special Requirements: Incumbents in this class may be required to possess appropriate licenses or permits.

Physical Requirements: Employees appointed to positions 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.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment.

Note: The filing of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements must submit a complete application package by the closing date and include the following:

- 1) Cover letter specifying the Job Posting Number: C13-001
- 2) Completed State application (CT-FR-12 - available at: http://hr.ct.gov/HRForms/CT-FR-12_Application.pdf)
- 3) Names, titles and phone numbers of two current professional references.
- 4) State employees attach copies of your two most recent performance appraisals.

Incomplete packages will not be accepted. Applications must be postmarked by November 23, 2014. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06520
(Telephone: 860-432-3129)

All candidates for employment at Central CT State University are subject to a pre-employment background investigation, including criminal background check, federal, state, and reference checks. Selection for employment is contingent upon satisfactory completion of the background investigation.

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

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State of Connecticut
JOB POSTING

CENTRAL CONNECTICUT STATE UNIVERSITY

JOB OPPORTUNITY

MAINTAINER

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE

Open To: The Public
Location: Facilities Management
Job Posting No: C13-076

Hours: Tuesday through Saturday, 8 A.M. to 4 P.M. with a 1/2 hour meal period (37.5 hours per week)

Salary: \$14.87 Hourly

Closing Date: July 30, 2013

Grounds Care - Duties may include but are not limited to: Digs ditches; shovels materials such as sand, tundra, dirt and snow; operates hand, small power equipment, mowers and attachments; cuts weeds or brushy weeds gardens; rakes fit, lawn, grass or leaves; moves, loads, unloads and distributes supplies and equipment; cleans gutters, storm sewers and catch basins; plants, fertilizes and trims vegetables, lawns, flowers, shrubs, etc. with detailed instruction from supervisor; trims shrubs (does not include pruning); may supervise parking to enforce regulations; may operate and perform preventive maintenance and minor repairs on vehicles such as tractors, trailers, multiple power mowers, snow blowers and snow plows required in care of grounds, walks and roads; may sand and seal walkways; picks up litter; empties trash receptacles and maintains dumpster areas; performs related duties as required.

Eligibility Requirement: State employees currently holding the above title or those who have previously attained permanent status may apply for lateral transfer.

Knowledge, Skills and Abilities: Some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to learn policies and procedures; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some ability in simple record keeping.

General Experience: Any experience and training which would provide the knowledge, skills and abilities listed above.

Special Requirements: Incumbents in this class may be required to possess appropriate current licenses or permits.

Physical Requirements: Employees appointed to positions 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.

Working Conditions: Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to extreme weather conditions and risk of injury from equipment. Incumbents in this class may be required to complete an asbestos removal program consistent with EPA guidelines for operations and maintenance and use protective equipment such as respirators and safety goggles.

Note: The filing of this position will be in accordance with reemployment, SEBAG, transfer, promotion and merit employment rules, if applicable.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit: 1) a cover letter specifying Job Posting C13-076; 2) a completed State application (CT-FR-12 - available at: http://hr.ct.gov/HRForms/CT-FR-12_Application.pdf) and 3) the names, titles and phone numbers of two current professional references. Application packages will not be considered without these documents. Applications must be postmarked by July 30, 2013. Faxes will not be accepted. Send cover letter, application and references to:

Human Resources
Davidson Hall - Room 119
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06520

Jobs



Statewide Jobs

Title	Class Code	Closing Date	Agency Name	Open To
ACADEMIC ASSOCIATE		12/01/2014	Community-Tech. College, Naugatuck Valley	Public
ADVANCED NURSE PRACTITIONER (PART TIME)	2697	Until Filled	University Of Connecticut Health Center	Public
ADVANCED NURSE PRACTITIONER (PART TIME)	2697	Until Filled	University Of Connecticut Health Center	Public
ADVANCED NURSE PRACTITIONER	2697	Until Filled	University Of Connecticut Health Center	Public
ASSOCIATE DEAN FOR LIBERAL ARTS AND BEHAVIORAL SOCIAL SCIENCES		12/01/2014	Community-Tech. College, Naugatuck Valley	Public
BENEFITS ASSOCIATE New!		12/19/2014	University Of Connecticut	Public
CHIEF INFORMATION OFFICER	0441	11/21/2014	Board of Regents for Higher Education	Public
CHILD CARE LICENSING SPECIALIST	2328	11/26/2014	Office of Early Childhood	On Exam List
CORRECTIONAL HVAC TECHNICIAN	2270	Until Filled	Correction, Dept Of	Public
CORRECTIONAL LOCKSMITH	2368	Until Filled	Correction, Dept Of	Public
CUSTODIAN New!	0429	11/26/2014	Connecticut State University, Central	Public
DENTIST (PART TIME)	4940	Until Filled	University Of Connecticut Health Center	Public
DENTIST	4940	Until Filled	University Of Connecticut Health Center	Public
DENTIST	4940	Until Filled	University Of Connecticut Health Center	Public
DIRECTOR OF INSTITUTIONAL RESEARCH		12/01/2014	Community-Tech. College, Naugatuck Valley	Public
ENVIRONMENTAL PROTECTION FORESTER 2	7616	11/21/2014	Environmental Protection, Dept Of	Public
GRANT PROJECT DIRECTOR (DURATIONAL)		11/25/2014	Board of Regents for Higher Education	Public
HUMAN RESOURCES ASSISTANT	6161	11/26/2014	Correction, Dept Of	On Exam List
HUMAN SERVICES ADVOCATE New!	1419	12/04/2014	Protection/Advocacy For Persons With Disab.	On Exam List
LEAD CUSTODIAN New!	0428	11/26/2014	Connecticut State University, Central	Public
LEAD DENTIST	7320	11/24/2014	Children & Families, Dept Of	Public
LIBRARY TECHNICIAN New!	0008	12/09/2014	Connecticut State University, Western	On Exam List
LIBRARY TECHNICIAN New!	0008	11/28/2014	Connecticut State University, Central	On Exam List
MAINTAINER New!	0426	11/25/2014	Community-Tech. College, Manchester	Public
MAINTAINER New!	0426	12/04/2014	Connecticut State University, Central	Public
OFFICE ASSISTANT	7086	11/26/2014	Correction, Dept Of	On Exam List
POLICE OFFICER	9035	01/05/2015	Mental Hlth & Addic. Svcs., Dept Of	Public
PRINCIPAL PHYSICIAN (PART TIME)	4661	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PHYSICIAN	4661	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PHYSICIAN	4661	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST (PART TIME)	6186	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST (PART TIME)	6186	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST	6186	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST	6186	12/10/2014	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST	6186	Until Filled	University Of Connecticut Health Center	Public
PRINCIPAL PSYCHIATRIST New!		11/26/2014	Connecticut State University, Central	Public
QUALIFIED CRAFT WORKER (PLUMBING AND STEAMFITTING) New!	6822	11/26/2014	Connecticut State University, Central	Public
QUALIFIED CRAFT WORKER ELECTRICAL New!	6822	11/26/2014	Connecticut State University, Central	Public
QUALIFIED CRAFT WORKER LOCKSMITH New!	6729	11/26/2014	Connecticut State University, Central	Public
SECRETARY 1 New!	6976	11/24/2014	Department of Developmental Services-Central Office	On Exam List

SECRETARY 2 New!	7539	12/01/2014	Connecticut State University, Central	On Exam List
SECRETARY 2 New!	7539	11/24/2014	Connecticut State University, Central	On Exam List
SOCIAL WORKER	7713	12/31/2014	Children & Families, Dept Of	On Exam List
STATE SCHOOL TEACHER	8039	11/26/2014	Correction, Dept Of	Public
SUPERVISING PSYCHOLOGIST I (CLINICAL)	6630	Until Filled	University Of Connecticut Health Center	Public
SUPERVISING PSYCHOLOGIST I (CLINICAL)	6630	Until Filled	University Of Connecticut Health Center	Public
SUPERVISING PSYCHOLOGIST I (CLINICAL)	6630	Until Filled	University Of Connecticut Health Center	Public
SUPERVISING PSYCHOLOGIST I (CLINICAL)	6630	Until Filled	University Of Connecticut Health Center	Public
TECHNICAL HIGH SCHOOL INSTRUCTOR	6630	Until Filled	University Of Connecticut Health Center	Public
TRANSPORTATION ENGINEER TRAINEE		12/05/2014	Education, Dept Of	Public
VICE PRESIDENT FOR HUMAN RESOURCES	8741	Until Filled	Transportation, Dept Of	Public
		12/05/2014	Board of Regents for Higher Education	Public



This application form is not to be used for the following examinations: State Police Trooper Trainee, Correction Officer, Protective Services Trainee (Police), State Marshal and Office Assistant.

The following State of Connecticut Application Form for Examination and Employment (CT-HR-12) is to be used to apply for examinations and job opportunities effective October 1, 2010. PLD-1 Application Forms should not be used on or after October 1, 2010. If a currently posted examination announcement or job/position posting instructs you to complete a PLD-1, please complete the new application form (CT-HR-12) below. The PLD-1 is no longer available on the DAS website.

CT-HR-12 State of Connecticut Application Form for Examination and Employment (PDF version)

CT-HR-12 State of Connecticut Application Form for Examination and Employment (MS Word version)

CT-HR-13 State of Connecticut Addendum to the Application Form for Examination and Employment -- Criminal Convictions
(Only complete this form if you are specifically instructed to do so on a job posting or by a hiring agency.)

CT-HR-19 Veteran's Credit Request Form

(Only complete this form if you are specifically instructed to do so on a job posting or by a hiring agency.)

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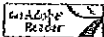
AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an Affirmative Action/Equal Opportunity Employer and strongly encourages the applications of women, minorities and persons with disabilities.

The Department of Administrative Services 165 Capitol Ave, Hartford, CT 06106 Tel: 860-713-5100

[Review our Privacy Policy](#)

All State [disclaimers](#) and [permissions](#) apply.



The software to view and print Adobe Acrobat documents (PDF Files) is available free from the Adobe website. To get a free copy of the software, click the "Get Adobe Reader" image.

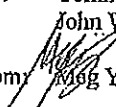
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HR Counter 7,756,722

Memorandum

To: Thomas Brodeur, Purchasing Manager

CC: Commission on Human Rights and Opportunities - Contract Compliance Unit
John W. Miller, President

From:  Greg Yetishefsky, Program Manager, Supplier Diversity Program

Date: September 18, 2014

Re: FY 2014-2015 Small/Minority Business Goal Report
Central Connecticut State University

This memo is to inform you that the DAS, Supplier Diversity Unit has received your agency's FY 14-15 S/MBE goal report outlining the agency adopted budget and subsequent funds available for S/MBE purchases for FY 14-15.

As indicated in CGS, 4a-60g, "twenty-five percent of the total value of the annual budget for all contracts (including construction, rehabilitation, or rehabilitation of public buildings, the construction and maintenance of highways and the purchasing of goods and services) shall be set aside for Small Businesses and of that computed amount, twenty-five percent must be awarded to Minority Business Enterprises."

A review of the agency submission has indicated the following:

Line 1: Total Agency Adopted Budget for FY 15 :	\$ 213,099,801
Line 2: Amount Available for S/MBE program : (after allowable deductions/exemptions)	\$ 1,364,823
Line 3: 25% of Line 2 - total set aside for Small/Minority Business Enterprise :	\$ 341,206
Line 4: 25% of Line 3 - total set aside for only Minority Business Enterprise :	\$ 85,301

The DAS has approved your request for the food service contract exemption. However, Central Connecticut State University may choose to report "good faith efforts" made by your food service contractor to subcontract to Small Business Enterprises and Minority Business Enterprises (SBE/MBE's). This information may be provided with the quarterly SBE/MBE spend reports (under separate cover/optional).

The Supplier Diversity representatives have worked to certify several Small/Minority Businesses that are in the food industry. The Supplier Diversity Unit will also work with your contracted food vendor to certify any vendors that qualify for the state's program.

The commitment of each state agency and political subdivision to set aside opportunities for Small/Minority Businesses will assist in the economic growth of the Connecticut Small Minority Businesses community.

The DAS, specifically the Supplier Diversity Unit will continue to offer the training needed to each state agency and political subdivision to facilitate the compliance of their annual S/MBE goal. The DAS, Supplier Diversity representative assigned to your agency is Stan Kenton. Questions regarding the agency Small/Minority Business goal report should be directed to Stan Kenton at Stanley.Kenton@ct.gov or (860) 713-5241.

Attachment

FY15 CENTRAL CONNECTICUT STATE UNIVERSITY

AMOUNTS REQUESTED BY AGENCY

DESCRIPTION		Page 2: Federally Funded Expenditures	Page 3: Non-Purchasing Budgeted Exp.	Page 4: Statute Required Budgeted Exp.	Page 5: Requested Exemptions	Total Deductions/Exemptions
Total Agency Adopted Budget	\$ 213,099,801	\$ 14,251,924	\$ 167,543,301	\$ 1,099,700	\$ 28,840,053	\$ 211,734,978
Budget Available for Small Contractor Program	\$ 1,364,823	Notes or Comments:				
Annual SBE Goal	\$ 341,208					
Annual MBE Goal	\$ 85,301					

AMOUNTS APPROVED BY DAS

DESCRIPTION		Page 2: Federally Funded Expenditures	Page 3: Non-Purchasing Budgeted Exp.	Page 4: Statute Required Budgeted Exp.	Page 5: Requested Exemptions	Total Deductions/Exemptions
Total Agency Adopted Budget	\$ 213,099,801	\$ 14,251,924	\$ 167,543,301	\$ 1,099,700	\$ 28,840,053	\$ 211,734,978
Budget Available for Small Contractor Program	\$ 1,364,823	Notes or Comments: Approved as submitted.				
Annual SBE Goal	\$ 341,208					
Annual MBE Goal	\$ 85,301					

Brodeur, Thomas (Purchasing)

From: Kenton, Stanley <Stanley.Kenton@ct.gov>
Sent: Monday, September 22, 2014 2:22 PM
To: Brodeur, Thomas (Purchasing)
Cc: 'jwmiller@ccsu.edu'; Jones, Shaun; Kenton, Stanley
Subject: FY 2014-2015 Small / Minority Business Goal Report - Central Connecticut State University
Attachments: Central CSU- Goals Approval Letter-FY 15.doc.pdf

COMPLIANCE MEMORANDUM

TO: Thomas Brodeur, Purchasing Manager, Central Connecticut State University
cc: John W. Miller, President, Central Connecticut State University
Commission on Human Rights and Opportunities – Contract Compliance Unit
Stan Kenton, Accounts Examiner, Supplier Diversity, DAS
FROM: Meg Yetishefsky, Program Manager, DAS Supplier Diversity Program
DATE: September 22, 2014
SUBJECT: *FY 2014-2015 Small / Minority Business Goal Report
Central Connecticut State University*

The Department of Administrative Services (DAS), Supplier Diversity Unit has reviewed your agency report and has provided the attached memo addressing your agency's specific S/MBE Goal for Fiscal Year 2014/2015. Should you have any questions regarding this attachment, please call Stan Kenton, by telephone at 860-713-5241 or Email: Stanley.kenton@ct.gov.

PLEASE NOTE: *Per the Connecticut General Statute (C.G.S.) 4a-60g, as amended by Public Act 11-229, (section l and m)), agency should be submitting the annual goals report to the Planning & Development Committees and the Government Administration & Elections Committee.*

(For your convenience, I have listed the members who should be reported to.)

Planning & Development Committee:

State Senator Catherine A. Osten, Co-Chair <http://www.senatedems.ct.gov/osten.php>
State Representative Jason Rojas, Co-Chair jason.rojas@cga.ct.gov
State Senator Leonard (Len) Fasano, Ranking Member len.fasano@cga.ct.gov
State Representative William Aman, Ranking Member Bill.Aman@cga.ct.gov

Government Administration & Elections Committee:

State Senator Anthony Musto, Co-Chair Anthony.musto@cga.ct.gov
State Representative Ed Jutila, Co-Chair ed.jutila@cga.ct.gov & Jason.knight@cga.ct.gov
State Senator Michael A. McLachlan, Ranking Member Michael.mclachlan@cga.ct.gov
State Representative Tony Hwang, Ranking Member tony.hwang@cga.ct.gov

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1ST Fiscal Year Period 7/1-9/30/14

ENTER THIS QTR-

Prepared by:	Central Connecticut State University	Agency Number:	7802
	Thomas Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 75 SSKUNKNEY ST, Hartford CT 06108</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 213,099,801.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,364,823.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 341,205.75
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 85,301.44

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 6,038,774.74	570	\$ 6,038,774.74	570
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 2,616,398.73	97	\$ 2,616,398.73	97

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (NI)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (DI)	\$ 2,322.00	1	\$ 2,322.00	1
E) Hispanic (H)	\$ 234.00	1	\$ 234.00	1
F) Iberian Peninsula (I)	\$ 237.51	1	\$ 237.51	1
G) Disabled American Indian (DNI)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DHI)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 342,891.67	23	\$ 342,891.67	23
M) Woman American Indian (NWI)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNWI)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ 2,322.00		\$ 2,322.00	
WBE TOTAL (Lines L - W)	\$ 342,891.67		\$ 342,891.67	
MBE TOTAL (Lines A - W)	\$ 345,685.18		\$ 345,685.18	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2014 - 2015

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD 7/1/14 - 9/30/14 In reporting data below, does your Agency utilize C.O.R.E.? NO
 If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes X No _____

Agency Name: Central Connecticut State University

Report Prepared by: Thomas Brodeur Agency Number: _____

CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
A & A Office Systems	various	\$ 36,392.92	SBE	
Advanced Power Services	various	\$ 1,620.00	SBE	
Advanced Printing Services	various	\$ 4,548.38	SBE	
Air Temp Mechanical Services	various	\$ 1,200.00	SBE	
ATM Restoration	various	\$ 58,238.62	SBE	
Barile Printers	various	\$ 1,805.00	SBE	
Billing Gymnastics	various	\$ 65,241.05	SBE	
Chase Glass	various	\$ 3,622.24	SBE	
Connecticut Community Providers Assn	various	\$ 53,218.06	SBE	
Creative Office Interiors	various	\$ 25,855.49	SBE	
Distinguished Lawns	various	\$ 5,350.00	SBE	
East Side Car Clinic & Welding	various	\$ 3,153.10	SBE	
Executive Landscaping	various	\$ 51,533.46	SBE	
Flowers Landscape Development	various	\$ 12,726.00	SBE	
Grasshopper Lawns	various	\$ 1,998.78	SBE	
Guardian Pest	various	\$ 1,715.00	SBE	
Hartford Painting Company	various	\$ 19,600.00	SBE	
Herb's Sport Shop	various	\$ 2,358.40	SBE	
Hitchcock Printing	various	\$ 16,666.00	SBE	
Independent Elevator	various	\$ 11,638.00	SBE	
InfoShread	various	\$ 186.10	SBE	
Insalco	various	\$ 3,845.78	SBE	
John Boyle Company	various	\$ 5,766.34	SBE	
K & S Distributors	various	\$ 12,524.94	SBE	
Mack Fire Protection	various	\$ 28,064.52	SBE	
Marlin Laviero Contractor	various	\$ 44,885.00	SBE	
Mercury Group	various	\$ 8,863.34	SBE	
Northeast Printing	various	\$ 899.66	SBE	
Pro Systems Installation	various	\$ 3,560.00	SBE	
Security Uniforms	various	\$ 4,474.20	SBE	
Sign Pro	various	\$ 182,641.95	SBE	
Sir Speedy	various	\$ 2,021.75	SBE	
SNE Building Systems	various	\$ 15,584.00	SBE	
Sun Services	various	\$ 206,031.15	SBE	
T & T Complete Landscaping	various	\$ 21,800.00	SBE	
TPC Associates	various	\$ 12,761.58	SBE	
Transfer Enterprises	various	\$ 3,702.00	SBE	
Tull Brothers	various	\$ 16,511.05	SBE	
Victor Advertising	various	\$ 5,403.27	SBE	
Yac Industries	various	\$ 5,903.81	SBE	
Subtotal		\$ 963,910.94		
Bartholomew Contract Interiors	various	\$ 77,039.34	W	
Caruso Electric	various	\$ 10,994.00	W	
Central Mechanical Services	various	\$ 201,362.48	W	
Darter Specialties	various	\$ 8,997.59	W	
Electronic Security & Control Systems	various	\$ 8,190.00	W	
Fire Equipment Headquarters	various	\$ 1,048.48	W	
Ford & Ulrich Inc	various	\$ 18,477.01	W	
Hartford Toner	various	\$ 1,400.00	W	
Lexington Group	various	\$ 6,367.50	W	
R & C Electric	various	\$ 7,945.00	W	
Ryan Business	various	\$ 1,070.27	W	
Subtotal		\$ 342,891.67		
Hallmark Totaltech	various	\$ 2,322.00	D	
Interpreters and Translators	various	\$ 234.00	H	
C & C Janitorial	various	\$ 237.51	IP	
SBE/MBE TOTAL		\$ 2,616,398.73		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 2ND Fiscal Year Period 10/1-12/31

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Thomas J Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 75 SNOOKNEY ST, Hartford CT 06103</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 213,099,801.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,364,823.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 341,205.75
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 85,301.44

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 5,369,221.48	309	\$ 11,407,996.22	879
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 2,359,415.57	129	\$ 4,976,814.30	226

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (AI)				
B) Asian (A)				
C) Black (B)	\$ 1,998.40	1	\$ 1,998.40	1
D) Disabled Individual (DI)	\$ 14,093.25	3	\$ 16,415.25	4
E) Hispanic (H)	\$ 14,659.00	2	\$ 14,893.00	3
F) Iberian Peninsula (I)	\$ 22,678.32	3	\$ 22,915.83	4
G) Disabled American Indian (DAI)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DHI)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 548,590.78	35	\$ 891,482.45	58
M) Woman American Indian (DAI)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DAI)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHI)				
W) Disabled Iberian Peninsula American Woman (DAI)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ 14,093.25		\$ 16,415.25	
WBE TOTAL (Lines L - W)	\$ 548,590.78		\$ 891,482.45	
MBE TOTAL (Lines A - W)	\$ 602,019.75		\$ 947,704.93	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2014 - 2015

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	10/1/14 - 12/31/14	In reporting data below, does your Agency utilize C.O.R.E.?	YES
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE		Yes No	NO

Agency Name:	Central Connecticut State University
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Report Prepared by:	Thomas J Brodeur	Agency Number:	7802
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
A & A Office Systems	various	\$ 35,897.85	SBE	
AAIS Corporation	various	\$ 24,993.00	SBE	
Advanced Printing Services	various	\$ 4,121.94	SBE	
Air Temp Mechanical Services	various	\$ 1,311.22	SBE	
ATM Restoration	various	\$ 17,982.82	SBE	
Barile Printers	various	\$ 2,132.50	SBE	
Billing Gymnaslics	various	\$ 46,763.37	SBE	
Carey Wiper & Supply	various	\$ 441.40	SBE	
Chase Glass	various	\$ 3,642.05	SBE	
Connecticut Community Providers Assn	various	\$ 81,598.99	SBE	
Creative Office Interiors	various	\$ 18,530.68	SBE	
Distinguished Lawns	various	\$ 4,850.00	SBE	
East Side Car Clinic & Welding	various	\$ 9,659.78	SBE	
Executive Landscaping	various	\$ 96,142.01	SBE	
Flowers Landscape Development	various	\$ 16,121.50	SBE	
Grasshopper Lawns	various	\$ 1,589.35	SBE	
Guardian Pest	various	\$ 2,260.00	SBE	
Harb's Sport Shop	various	\$ 3,754.00	SBE	
HRW Sanditz	various	\$ 531.00	SBE	
Independent Elevator	various	\$ 69,305.00	SBE	
InfoShread	various	\$ 180.00	SBE	
Insalco	various	\$ 789.50	SBE	
John Boyle Company	various	\$ 1,410.30	SBE	
K & S Distributors	various	\$ 6,240.80	SBE	
Lighting Services	various	\$ 5,910.33	SBE	
Macci Engineers	various	\$ 19,000.00	SBE	
Mack Fire Protection	various	\$ 45,907.78	SBE	
Martin Laviero Contractor	various	\$ 74,301.50	SBE	
Mercury Group	various	\$ 15,861.96	SBE	
Security Uniforms	various	\$ 4,378.75	SBE	
Shred-It	various	\$ 2,748.00	SBE	
Sign Pro	various	\$ 72,035.85	SBE	
Sir Speedy	various	\$ 1,470.97	SBE	
SNE Building Systems	various	\$ 34,201.50	SBE	
Sun Services	various	\$ 845,143.45	SBE	
T & T Complete Landscaping	various	\$ 133,184.00	SBE	
TPC Associates	various	\$ 21,051.16	SBE	
Transfer Enterprises	various	\$ 6,660.20	SBE	
Tull Brothers	various	\$ 6,847.98	SBE	
Victor Advertising	various	\$ 24,741.00	SBE	
Yac Industries	various	\$ 3,704.33	SBE	
Subtotal		\$ 1,757,395.82		
Bartholomew Contract Interiors	various	\$ 70,241.38	W	
Caruso Electric	various	\$ 2,623.60	W	
Central Mechanical Services	various	\$ 428,255.58	W	
Darter Specialties	various	\$ 1,617.60	W	
Electronic Security & Control Systems	various	\$ 2,548.72	W	
Fire Equipment Headquarters	various	\$ 3,180.50	W	
Lexington Group	various	\$ 16,234.50	W	
R & C Electric	various	\$ 18,816.30	W	
Ryan Business	various	\$ 1,131.00	W	
Action Careers Temp Source	various	\$ 3,941.60	W	
Subtotal		\$ 548,590.78		
First Resource Group of CT	various	\$ 1,998.40	B	
Hallmark Totaltech	various	\$ 14,093.25	D	
Interpreters and Translators	various	\$ 14,659.00	H	
C & C Janitorial	various	\$ 22,678.32	IP	
SBE/MBE TOTAL		\$ 2,359,415.57		

DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL YEAR - 2015 (2014-2015)
 SUPPLIER DIVERSITY PROGRAM *Back-Up Sheets require Totals for each MBB Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 3RD Fiscal Year Period 1/1 - 3/31

ENTER THIS QTR- 1/1/15 - 3/31/15

Agency Name: Central Connecticut State University Agency Number: 7802
 Prepared by: Thomas Brodeur E-mail Address: brodeur@ccsu.edu
 Tel. # - 860-832-2531

Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SINSBORNE ST, Hartford CT 06106

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 213,099,801.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,364,823.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 341,205.75
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 85,301.44

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 794,653,069.00	277	\$ 19,354,526.91	1,156
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 2,032,412.50	149	\$ 7,008,226.80	375

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)			\$ 1,998.40	1
D) Disabled Individual (D)	\$ 13,862.13	3	\$ 30,277.38	7
E) Hispanic (H)	\$ 13,923.00	4	\$ 28,816.00	7
F) Iberian Peninsula (I)	\$ 116,134.76	3	\$ 139,050.59	7
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 332,179.53	23	\$ 1,223,661.98	81
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ 13,862.13	3	\$ 30,277.38	7
WBE TOTAL (Lines L - W)	\$ 332,179.53	23	\$ 1,223,661.98	81
MBE TOTAL (Lines A - W)	\$ 476,099.42	33	\$ 1,423,804.36	103

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2014 - 2015

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	1/1/15 - 3/31/15	In reporting data below, does your Agency utilize C.O.R.E.?	YES
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes ___ No ___			NO

Agency Name:	Central Connecticut State University
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Report Prepared by:	Thomas Brodeur	Agency Number:	7802
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
A & A Office Systems	various	\$ 39,673.84	SBE	
Advanced Power Services	various	\$ 975.00	SBE	
Advanced Printing Services	various	\$ 7,018.17	SBE	
Air Temp Mechanical Services	various	\$ 5,165.75	SBE	
Associated Electronic Systems	various	\$ 2,929.00	SBE	
ATM Restoration	various	\$ 9,275.53	SBE	
Barile Printers	various	\$ 6,244.27	SBE	
Billing Gymnastics	various	\$ 12,648.75	SBE	
Connecticut Community Providers Assn	various	\$ 81,134.01	SBE	
Creative Office Interiors	various	\$ 5,287.90	SBE	
East Side Car Clinic & Welding	various	\$ 7,417.45	SBE	
Executive Landscaping	various	\$ 86,893.38	SBE	
Grasshopper Lawns	various	\$ 14,678.28	SBE	
Guardian Pest	various	\$ 1,557.50	SBE	
Herb's Sport Shop	various	\$ 5,041.50	SBE	
Hitchcock Printing	various	\$ 5,615.00	SBE	
Independent Elevator	various	\$ 45,194.00	SBE	
Insalco	various	\$ 105,093.56	SBE	
Janco	various	\$ 140.00	SBE	
K & S Distributors	various	\$ 11,510.02	SBE	
Maccl Engineers	various	\$ 500.00	SBE	
Mack Fire Protection	various	\$ 1,616.67	SBE	
Martin Laviero Contractor	various	\$ 30,633.50	SBE	
Mercury Group	various	\$ 14,757.19	SBE	
Northeast Printing	various	\$ 252.00	SBE	
Northeastern Communication	various	\$ 154.00	SBE	
Pro Systems Installation	various	\$ 19,630.38	SBE	
Rainbow Graphics	various	\$ 2,745.00	SBE	
Ro-Brand Products	various	\$ 459.15	SBE	
Security Uniforms	various	\$ 2,467.00	SBE	
Service Station Equipment	various	\$ 1,796.35	SBE	
Shred-It	various	\$ 348.00	SBE	
Sign Pro	various	\$ 106,134.33	SBE	
SNE Building Systems	various	\$ 36,495.00	SBE	
Suburban Stallions	various	\$ 592.50	SBE	
Sun Services	various	\$ 471,033.81	SBE	
T & T Complete Landscaping	various	\$ 339,505.89	SBE	
TPC Associates	various	\$ 65,386.60	SBE	
Victor Advertising	various	\$ 6,428.19	SBE	
Yac Industries	various	\$ 1,884.61	SBE	
	Subtotal	\$ 1,556,313.08		
Bartholomew Contract Interiors	various	\$ 9,445.72	W	
Caruso Electric	various	\$ 10,659.80	W	
Central Mechanical Services	various	\$ 276,374.07	W	
Darter Specialties	various	\$ 342.81	W	
Hartford Lumber	various	\$ 462.88	W	
Hartford Toner	various	\$ 600.00	W	
InfoShread	various	\$ 237.75	W	
John W Gross Co	various	\$ 3,946.30	W	
Lexington Group	various	\$ 5,367.00	W	
R & C Electric	various	\$ 21,241.80	W	
Ryan Business	various	\$ 1,147.40	W	
Action Careers Temp Source	various	\$ 2,354.00	W	
	Subtotal	\$ 332,179.53		
Hallmark Totaltech	various	\$ 13,862.13	D	
Interpreters and Translators	various	\$ 13,923.00	H	
C & C Janitorial	various	\$ 116,134.76	IP	
	SBE/MBE TOTAL	\$ 2,032,412.50		

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 4TH Fiscal Year Period 4/1-6/30/16

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Thomas J Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SERRANOUEY ST, Hartford CT 06105</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 213,099,801.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 1,364,823.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 341,205.75
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 85,301.44

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 6,553,887.46	483	\$ 25,908,414.37	1,639
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 2,849,038.53	384	\$ 9,857,266.33	759

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)			\$ 1,998.40	1
D) Disabled Individual (D)	\$ 7,740.00	1	\$ 38,017.38	8
E) Hispanic (H)	\$ 7,371.00	1	\$ 36,187.00	8
F) Iberian Peninsula (I)	\$ 40,896.98	2	\$ 179,920.57	9
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 661,448.78	35	\$ 1,885,110.76	116
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ 7,740.00		\$ 38,017.38	
WBE TOTAL (Lines L - W)	\$ 661,448.78		\$ 1,885,110.76	
MBE TOTAL (Lines A - W)	\$ 717,456.76		\$ 2,141,234.11	

DEPARTMENT OF ADMINISTRATIVE SERVICES
 SUPPLIER DIVERSITY PROGRAM SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year
 2014 - 2015

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!

FY QUARTER PERIOD	4/1/15 - 6/30/15	In reporting data below, does your Agency utilize C.O.R.E.?	YES
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			NO

Agency Name:	Central Connecticut State University
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Report Prepared by:	Thomas J Brodeur	Agency Number:	7802
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
A & A Office Systems	various	\$ 92,163.90	SBE	
Advanced Power Services	various	\$ 457.50	SBE	
Advanced Printing Services	various	\$ 8,274.17	SBE	
Air Temp Mechanical Services	various	\$ 11,019.55	SBE	
ATM Restoration	various	\$ 44,553.61	SBE	
Barile Printers	various	\$ 10,225.70	SBE	
Billing Gymnastics	various	\$ 1,025.50	SBE	
Carey Wiper & Supply	various	\$ 194.80	SBE	
Connecticut Community Providers Assn	various	\$ 86,217.42	SBE	
Creative Office Interiors	various	\$ 26,135.63	SBE	
East Side Car Clinic & Welding	various	\$ 46,355.57	SBE	
Executive Landscaping	various	\$ 81,356.38	SBE	
Flowers Landscape	various	\$ 30,718.40	SBE	
Guardian Pest	various	\$ 717.00	SBE	
Hitchcock Printing	various	\$ 13,869.00	SBE	
Independent Elevator	various	\$ 53,847.00	SBE	
Insalco	various	\$ 4,794.40	SBE	
K & S Distributors	various	\$ 20,169.46	SBE	
Lighting Services	various	\$ 3,765.23	SBE	
Mack Fire Protection	various	\$ 17,044.72	SBE	
Marlin Laviero Contractor	various	\$ 108,020.50	SBE	
Northeast Printing	various	\$ 795.00	SBE	
Northeastern Communication	various	\$ 1,499.00	SBE	
Rainbow Graphics	various	\$ 4,796.00	SBE	
Ro-Brand Products	various	\$ 516.87	SBE	
Roybal & Sons Fire Equip	various	\$ 5,040.00	SBE	
Security Uniforms	various	\$ 2,736.58	SBE	
Sign Pro	various	\$ 49,783.36	SBE	
SNE Building Systems	various	\$ 48,249.55	SBE	
Sun Services	various	\$ 652,227.69	SBE	
T & T Complete Landscaping	various	\$ 682,468.39	SBE	
The Mercury Group	various	\$ 3,019.60	SBE	
TPC Associates	various	\$ 26,027.14	SBE	
Victor Advertising	various	\$ 26,714.26	SBE	
Yac Industries	various	\$ 6,742.89	SBE	
Subtotal		\$ 2,171,541.77		
Action Careers Temp Source	various	\$ 7,298.10	W	
Bartholomew Contract Interiors	various	\$ 65,990.44	W	
Caruso Electric	various	\$ 1,525.60	W	
Central Mechanical Services	various	\$ 477,705.90	W	
Connecticut Advertising	various	\$ 3,207.50	W	
Darter Specialties	various	\$ 8,197.54	W	
Fire Equipment Headquarters	various	\$ 6,240.10	W	
Ford & Ulrich	various	\$ 1,532.74	W	
G Donovan Associates	various	\$ 66,015.00	W	
Hartford Lumber	various	\$ 6,451.06	W	
Hartford Toner	various	\$ 1,928.00	W	
InfoShread	various	\$ 395.25	W	
R & C Electric	various	\$ 13,740.00	W	
Ryan Business	various	\$ 1,261.45	W	
Subtotal		\$ 661,488.78		
Hallmark Totaltech	various	\$ 7,740.00	D	
Interpreters and Translators	various	\$ 7,371.00	H	
C & C Janitorial	various	\$ 40,896.98	IP	
SBE/MBE TOTAL		\$ 2,849,038.53		

DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL YEAR - 2015 (2014-2015)
 SUPPLIER DIVERSITY PROGRAM *Back-Up Sheets require Totals for each MBE Category*

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 1ST Fiscal Year Period 7/1-9/30/14

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Thomas Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET
 Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,198,811.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 281,955.70	7	\$ 281,955.70	5

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.
 PLEASE CATEGORIZE:

A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (ON)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 88,950.00	1	\$ 88,950.00	1
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 88,950.00		\$ 88,950.00	
MBE TOTAL (Lines A - V)	\$ 88,950.00		\$ 88,950.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL YEAR - 2015 (2014-2015)
 SUPPLIER DIVERSITY PROGRAM *Back-Up Sheets require Totals for each MBE Category*

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 2ND Fiscal Year Period 10/1 - 12/31

ENTER THIS QTR-

Agency Name:	Central CT State University	Agency Number:	7802
Prepared by:	Thomas J Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculafions Report \$ 2,198,811.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 64,691.11	7	\$ 346,646.81	14

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.
PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 1,706.19	1	\$ 90,656.19	2
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 1,706.19		\$ 90,656.19	
MBE TOTAL (Lines A - W)	\$ 1,706.19		\$ 90,656.19	

DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL YEAR - 2015 (2014-2016)
 SUPPLIER DIVERSITY PROGRAM Back-Up Sheets require Totals for each MBE Category

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 3RD Fiscal Year Period 1/1 - 3/31

ENTER THIS QTR- 1/1/15 - 3/31/15

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Thomas Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET
 Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,198,811.00

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 144,346.00	3	\$ 490,992.81	17

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 13,396.00	2	\$ 104,052.19	4
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 13,396.00		\$ 104,052.19	
MBE TOTAL (Lines A - W)	\$ 13,396.00		\$ 104,052.19	

DEPARTMENT OF ADMINISTRATIVE SERVICES
SUPPLIER DIVERSITY PROGRAM

Fiscal Year
2014 - 2015

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!
SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES

FY QUARTER PERIOD	1/1/15 - 3/31/15	In reporting data below, does your Agency utilize C.O.R.E.?	YES
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes ___ No ___			NO

Agency Name:	Central Connecticut State University
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Report Prepared by:	Thomas Brodeur	Agency Number:	7802
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	(B) State Contract # OR P.O. #	(C) DAS Certified SBE/MBE AMOUNT	(D) MBE Category	
Central Mechanical Services	various	\$ 13,396.00	WBE	
T & T Complete Landscaping	various	\$ 130,950.00	SBE	
SBE/MBE TOTAL		\$ 144,346.00		

DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL YEAR 2016
 SUPPLIER DIVERSITY PROGRAM *Back-Up Sheets require Totals for each MBE Category*

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

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter 4TH Fiscal Year Period 4/1-6/30/15

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Thomas J Brodeur	E-mail Address:	brodeur@ccsu.edu
Tel. # -	860-832-2531		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 2,941,562.16

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 649,756.76	12	\$ 1,140,748.57	29

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.
PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 19,500.00	1	\$ 19,500.00	1
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 19,280.70	1	\$ 123,332.89	5
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 19,280.70		\$ 123,332.89	
MBE TOTAL (Lines A - W)	\$ 38,780.70		\$ 142,832.89	

ASSIGNMENT OF RESPONSIBILITY AND MONITORING

Section 46a-68-81

Appointing Authority

John W. Miller, Ph. D., President of Central Connecticut State University, as appointing authority, has the ultimate responsibility for the establishment and enforcement of result-oriented Affirmative Action policies and practices. Pursuant to Public Act 87-253, Dr. Miller was responsible for the development, filing, and implementation of an Affirmative Action Plan in accordance with Affirmative Action Regulations of Connecticut State Agencies §§ 46a-68-75 through 46a-68-114, and shall be accountable for the program's success or failure.

The President assigns to several 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 President's Chief Diversity Officer (CDO), Ms. Rosa Rodríguez, participates in regularly scheduled meetings that emphasize human relations and intergroup relations, non-discriminatory employment practices, the legal authority for affirmative action and the President's commitment to affirmative action, review of the affirmative action plan and identification of obstacles in meeting the goals of the plan.

The chief diversity officer (CDO) is a full-time employee who has been designated by Dr. Miller to serve as CCSU's affirmative action officer. Ms. Rodríguez reports directly to President Miller. The Office of Diversity and Equity (ODE), which is supervised by Ms. Rodríguez, includes the Ruthe Boyea Women's Center, which serves as an resource/advocate for women's rights on campus and Office of Victim Advocacy (OVA who serves as the Title IX trainer and advocate for victims of sexual harassment, including sexual assault, staking and intimate partner violence. The Coordinator of the Ruthe Boyea Women's Center, Ms. Jacqueline Cobbina-Boivin, and the OVA Advocate, Ms. Sara Dodd report directly to the CDO.

Affirmative Action (Office of Diversity and Equity) (100%)

The Chief Diversity Officer, Rosa Rodríguez, has full-time responsibility for the management and implementation of the University's Affirmative Action Plan. She reports directly to the President as required in Affirmative Action Regulations. Ms. Rodríguez, Mr. Nicholas D'Agostino, the Associate to CDO, Ms. Sharon Gaddy, University Assistant, and Ms. Pamela Soucy, University Assistant perform the following functions.

Other responsibilities of the CDO and ODE staff include overseeing the unclassified hiring process 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 ODE is responsible on a continuing basis for thorough knowledge of federal, state, and the University affirmative action requirements. In addition, the ODE assists with the classified hiring process.

Specific Functions of the Chief Diversity Officer and ODE Staff

1. To develop, coordinate, evaluate, monitor, report, and implement the Affirmative Action Plan, along with persons who have specific personnel responsibilities and to utilize a systematic procedure for monitoring all phases of the Affirmative Action Plan on a continuing basis.
2. To write, with appropriate consultation, any revisions of the Affirmative Action Plan and to communicate them, subject to the approval by the President, to the appropriate federal or state agency or office and to serve as principal contact with state and federal representatives in affirmative action reviews of the institution.

3. To initiate and maintain contact with recruiting sources and organizations serving members of protected classes, in conjunction with other members in the University community.
4. To review, analyze, and evaluate all reports and statistical data pertaining to the University's workforce for accuracy and progress made toward affirmative action goals as well as regarding the status of minorities and women.
5. To coordinate the implementation of the Affirmative Action Plan by all personnel named as having specific responsibilities and to assist all personnel involved in implementation of the Affirmative Action Plan through the development of written guidelines, resource files, orientation sessions, and individual advisement.
6. ODE staff meets with every unclassified search committee to train on the recruitment and search process including affirmative action guidelines and goals. For both classified and unclassified searches, the committees are provided written affirmative goals.
7. The CDO meets with the President and the Vice Presidents /Chief Officers to review the affirmative action plan and all other issues related to affirmative action, equal opportunity and discrimination.
8. To mitigate any discriminatory conduct and investigate complaints of alleged discrimination.
9. The CDO leads the development and administration of diversity, sexual harassment and Title IX training.

The Affirmative Action Plan does not allow for passive observation of potential or existing discriminatory practices. First line supervisors are responsible for insuring that employees are aware of their rights and opportunities and managers or department heads are made aware of problems and areas of dissension. Managers and supervisors are, on a continual basis, monitored and evaluated on their affirmative action performance and, because affirmative action responsibilities are considered an assigned duty, failure to perform affirmative action duties can affect ratings and advancement.

Office of Human Resource (HR) (10-20%)

The Office of Human Resources is managed by Anna Suski-Lenczewski, Chief Human Resources Officer, and consists of the following staff:

- Mary Cavanaugh, University Human Resources Administrator 1
- Joanne Callahan, Assistant Director in Human Resources
- Karen Portera, Associate in Human Resources
- Norma Rivera, Associate in Human Resources
- Olivia Roman, Associate in Human Resources
- Louise Olszewski, Assistant in Human Resources 2
- Doreen Revoir, Assistant in Human Resources I
- Claudia Richards-Meade, Administrative Operations Assistant

The CCSU human resources administrators (HRA) shall 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 HRAs and any other HR staff include assists in the overseeing the classified hiring process 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.

A University Human Resources Administrator assists the ODE with preparation of the Affirmative Action Plan e.g. organizational analysis, exit surveys and career counseling, as well as Human Resource-related review and consultation, as appropriate.

Deans, Managers, Supervisors and Search Chairs (5%)

Deans, managers, supervisors, and department heads are held fully responsible for implementing those aspects of the affirmative action program related to their specific area of operation, including recruiting, interviewing, hiring, evaluating, promoting, and counseling teaching faculty, administrators and staff. Managers and supervisors are required to submit clear job descriptions, and to document the specific efforts made to recruit minorities and women, in accordance with the schedules indicated in the affirmative action hiring procedural guidelines. In addition, managers and supervisors understand that equal employment opportunity and affirmative action are: (1) consistent with good management and personnel principles, (2) a basic part of their job, and (3) consistent with the concept of employment and promotion based on merit. Search chairs, managers and supervisors play an important role in the success of an affirmative action program, perhaps the crucial role. Through the use of fair employment practices, access to data, and immediate contact with possible sources of discrimination or problem areas in their units or divisions, managers and supervisors provide the grass roots perception of affirmative action and ensure that all employees are informed of the University's continuing commitment to affirmative action.

The University evaluates and monitors the affirmative action performance of all officials assigned affirmative action responsibilities. This includes deans, directors, department heads, and others with specific affirmative action responsibilities. The evaluation will be based on the individual's commitment to the effective management of a diverse workforce and the performance of their affirmative action duties will be considered in promotion and merit increase decisions.

Employment Advisory

Pursuant to Section 46a-68-81(d), each agency of 100 or more employees shall consider the feasibility of establishing an employee advisory committee, which, if established, may consider any matter appropriate to the development and implementation of the affirmative action plan. While the University recognizes that the Employment Advisory Committee, comprised of all senior managers of the President's Executive Committee, does not meet the regulations regarding an affirmative action employee advisory committee, the Committee continued to look at the progress made by search committees toward the achievement of hiring goals and the challenging recruitment milieu that search committees encounter. This committee will continue to address those areas that seem to impede goal achievement for the University. During the 2015-16 Affirmative Action Plan period CCSU has established a programmatic goal of establishing an Employment Advisory Committee.

The University would like to point out that there are campus committees, comprised of a diverse cross section of employees that continually address many affirmative action concerns as well as specific employee issues. These committees include: The Arts & Sciences Diversity Committee, the AAUP Minority Recruitment and Retention Committee and the SUOAF-AFSCME Minority Recruitment and Mentoring Committee that address recruitment and retention of protected group members; the Safety and Health Committee; the Latin American Association; the African American Advisory Committee; the Facilities Planning Committee that looks at accessibility for persons with disabilities; the President's Advisory Committee for Students with Disabilities; the Committee on the Concerns of Women; the GLBT Advisory Committee; and the Faculty Senate Diversity Committee whose members represent all campus community constituencies and is charged with creating a campus that is diverse, inclusive and welcoming.

CCSU maintains a list of the members of the above committee and they are identified by name, race, sex, position or position classification and approximate percentage of time devoted to such duties.

Copies of all committee meeting minutes and of any recommendations made to the Chief Diversity Officer including whether the recommendations were accepted or rejected by the University, shall be likewise retained, as required by CCSU records retention schedules for state agencies.

No employee may be coerced, intimidated, or retaliated against by the University or any person for performing any affirmative action duties. Any person so aggrieved may file an internal complaint as well as file a complaint with state or federal enforcement agencies, such as the Commission on Human Rights and Opportunities and/or Equal Employment Opportunity Commission.

The University maintains a record of each person performing any duties relating to the development and implementation of the Affirmative Action Plan by name, job title, and percentage of time devoted to affirmative action duties and outline of specific responsibilities.

The University has developed an internal reporting system to continually audit, monitor and evaluate programs essential for a successful affirmative action plan. The University conducts an ongoing review and evaluation of the agency's progress towards the goals of the affirmative action plan. As each hire occurs, it is recorded in a summary of hires to review and address progress towards meeting affirmative action goals and the university commitment to diversify its workforce. The Plan is reviewed with the University President and other administrators on an annual basis. Additionally the CDO informs other administrators on the progress of the goals during each recruiting period.

ACTIVITIES DURING THIS REPORTING PERIOD

In their annual self-report of the Management Performance Planning Evaluation management and confidential personnel were required to evaluate their achievement in the area of developing a diverse workforce.

Managers and supervisors periodically audit, with the assistance of the Human Resources Office, training programs, hiring and promotion patterns to remove impediments to the attainment of goals and objectives.

1. ODE distributed the annual notice all employees in July 2014 (this can be located in the internal communication section of this Plan).
2. In July 2014, the Chief Diversity Officer created and submitted a copy of the executive summary of the AA plan and related policy/procedural updates to the executive committee (which serves as one of the employee advisory committees as required under this section).
3. During the reporting period, the Chief Diversity Officer was an active participant of the monthly executive staff meetings. During these meetings Ms. Rodriguez discussed updates to policies, procedures, programming and developments on other issues related to EEO/AA.
4. During the reporting period, ODE ensured that each building had the required EEO/Nondiscrimination and sexual harassment posters and those were properly displayed.
5. During the reporting period, the Chief Diversity Officer regularly met with Deans, Supervisor, Managers and Administrators to discuss the recruitment and selection processes and procedures related to their respective areas.
6. During the reporting period, the Chief Diversity Officer met regularly with the University President to discuss issues related to EEO/AA including but not limited to discussions regarding alleged violations of the university's non-discrimination in education and employment policy, sexual harassment policy, sexual assault prevention and awareness as well as issues related to the recruitment and selection of staff and faculty.
7. During the reporting period, the AAUP Minority Recruitment and Retention Committee and the SUOAF-AFSCME Minority Recruitment and Mentoring Committee that address recruitment and retention of protected group members; the Committee on the Concerns of Women; the GLBT Advisory Committee; and the Faculty Senate Diversity Committee met regularly to develop

procedures, policies and programming to increase awareness and cultural competency related to their target audience.

8. During the reporting period, ODE distributed more than 8,000 booklets containing the nondiscrimination and anti-harassment policies, resources and complaint procedures to students, faculty and staff.
9. Facilities provided by Central Connecticut State University for employees are comparable for both sexes.
10. Minority and female employees are offered full opportunity and are encouraged to participate in all educational, training, recreational and social activities.
11. ODE staff met with every search committee for all searches addressed in the plan. During the AA plan period Rosa Rodriguez met with all employees serving on search committees (several hundred) to charge them with their duties and responsibilities related to EEO/AA and the hiring processes. A copy of a search charge is included in the exhibits related to this section.
12. During the reporting period ODE staff coordinated training regarding sexual harassment, diversity and Title IX. A full reporting on this training can be found in the internal communication and employment analysis (training analysis) sections of this affirmative action plan.
13. Supervisors' work performance is evaluated on the basis of their equal employment opportunity efforts and results, as well as their performance criteria.
14. Supervisors must take action to prevent harassment of employees placed through affirmative action efforts.
15. ODE advises and informs those individuals involved in the hiring and promotion process of their legal obligations and of the University's procedures for recruitment, hiring, interviewing, and counseling through written guidelines and orientation training. Each department monitors or has monitored all hiring and promotion actions.
16. ODE and the respective departments coordinate the communication of affirmative action information to all employees and applicants on a continuing basis.
17. Each department conducting a search completes, or has completed, all Equal Employment Opportunity or Affirmative Action forms.
18. Each department documents the search and selection procedure when a new employee is hired, in accordance with the search procedure.
19. Each major division works with community relations programs in efforts to improve the quality of relations between Central Connecticut State University and the outside community, minority organizations, women's organizations, organizations of and for persons with disabilities, organizations of and for disabled veterans and veterans of the Vietnam Era and community action groups.
20. Where appropriate, each department develops and coordinates additional plans as needed in areas other than employment, such as Title IX, student programs, financial aid, admissions, and career planning.
21. Each department advises its individual members of his or her specific area of responsibility for the implementation of the Affirmative Action program.

The ODE co-sponsored several events with the Ruthe Boyea Women's Center, the Committee on the Concerns of Women, the Center for Africana Studies, the African American Studies Program, the Caribbean and Latin American Studies Center, Latin American Student Organization, Center for International Education, and History Department. For example, these events include lectures about equity, affirmative action and social justice issues, and lectures by social activists. **A complete list of cultural events is available in Section 6. Internal Communication Supportive Materials.**

ORGANIZATIONAL ANALYSIS

This section of the Central Connecticut State University's Plan identifies the University's workforce organization.

Section 46a-68-82

In the previous review, the following was recommended:

The "lines without progression" need to be reviewed for the next filing. All of the job titles that are at the top of the lines of progression would be a title without a line of progression.

This has been addressed with this filing and the categories have been modified.

Job Title Study

Each position classification authorized by the Department of Administrative Services or established by statute is arranged into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity are listed separately. Unclassified and non-competitive titles are identified.

Occupational Category Study

Each position classification listed in the job title study is placed in an occupational category with other position classifications having similar job content, compensation schedules, and opportunity. Titles within an occupational category are ranked from the highest to the lowest compensation schedule, with the salary range for each classification noted.

The University reviewed the **Job Title Study** and the **Occupational Category Study** during this reporting period. As a result, the University has made several updates to the **Job Title Study** and the **Occupational Category Study**.

In the **Job Title Study**, the following *new positions were added* to their respective line of progression:

Assistant Director of Continuing Education
 Assistant Director of Human Resources
 Associate Dean Student Affairs
 Associate Director of the Confucius Center
 Coordinator of Design & Publications
 Coordinator of Wellness Education
 Counselor (School of Professional Studies)
 Desktop Engineer Manager
 Drafter 1
 Maintainer (Landscape Technician)
 Manager Contract Compliance/Procurement Services
 Manager of the CT Sentencing Commission
 Materials Storage Specialist
 Networking/Telecommunication Specialist
 Operations and Database Specialist
 Sexual Assault and Violence Prevention Specialist
 Sports information Assistant
 Student Technology Resources Manager

The following titles were changed without a change in rank:

From:	To:
Assistant Dean, School of Education and Professional Studies	Assistant Dean Professional Programs & Certification Officer
Assistant Director of University Relations	Assistant Director of Marketing and Communication
Instructional Media Coordinator	Instructional Coordinator
Instructional Technology Systems Administrator	Desktop Engineer

The following titles and/or ranks were changed:

From:	To:
Accounting and Budget Assistant (Admin 2)	Accounting and Budget Assistant (Admin 3)
Associate Director of Business Services (Admin 4)	Associate Director of Business Services (Admin 5)
Associate Director Health Services (Admin 4)	Associate Director Student Wellness Services (Admin 5)
University Judicial Director (Admin 5)	Director of Student Conduct (Admin 6)
Coordinator Student Disability Services (Admin 5) – This position was redlined at the Admin 5 level for previous incumbent, position was always ranked at the level IV	Coordinator Student Disability Services (Admin 4)

The University will continue to evaluate the **Job Title Study** in an effort to determine which job titles, with or without lines of progression, will be utilized in the future. All resulting changes in the **Job Title Study** will be reported in the next filing of the plan.

**ORGANIZATIONAL ANALYSIS
2014 - 2015**

**JOB TITLE STUDY
Section 46a-68-82**

UNCLASSIFIED POSITIONS

Office of Academic Affairs

Provost and Vice President for Academic Affairs
Associate Vice President for Academic Affairs

Academic Schools

Arts and Sciences

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

School of Business

Dean, School of Business
Associate Dean, School of Business
Assistant Dean, School of Business

School of Education and Professional Studies

Dean, School of Education and Professional Studies
Associate Dean, School of Education and Professional Studies
Assistant Dean, School of Education and Professional Studies
Assistant Dean, Professional Programs & Certification Officer
Assistant Dean for School/Community Partnerships and Assessment
Counselor (School of Professional Studies)
Coordinator of School/Community Partnerships

School of Engineering & Technology

Dean, School of Engineering & Technology
Associate Dean, School of Engineering & Technology

Graduate Studies

Associate Vice President Academic Affairs & Dean of Graduate Studies
Assistant Dean, Graduate Studies
Associate Director, Graduate Studies

Faculty

Professor
Associate Professor
Assistant Professor
Instructor

Bursar

Bursar
Associate Bursar

Assistant Bursar
Assistant Director
Assistant to the Bursar

Business Services

Director of Business Services
Associate Director, Business Services
Manager of Contract Compliance/Procurement Services
Contract Compliance Specialist

Campus One Card

Director of Auxiliary Services for IT
Campus One Card System Specialist

Center for Advising & Career Exploration (CACE)

Director of the Center for Advising & Career Exploration
Associate Director of the Center for Advising & Career Exploration
Center for Advising & Career Exploration Specialist
Advising Assistant

Center for International Education (CIE)

Director of Center for International Education
Associate Director of Center for International Education
Associate Director of CIE & Coordinator of IELP
Associate Director of Int'l Student & Scholar Services
International Education Coordinator

Center for Public Policy and Social Research (CPPSR)

Executive Director of the Center for Public Policy & Social Research
Associate Director, Center for Social Research
Assistant Director, Center for Social Research
Assistant Director, Local, Regional & State Affairs
Policy & Research Specialist

Confucius Institute

Director, U.S.-China Center
Associate Director
Program Administrator

Continuing Education (Office of)

Director of Continuing Education
Associate Director Continuing Education

Environmental Health and Safety

Director, Environmental Health & Safety
Environmental Health & Safety Coordinator

Facilities Management

Assistant Chief Administrative Officer/Director of Facilities Management Coordinator, Capital
Projects/Facilities Planning
Facilities Operations Manager
Operations Coordinator
Coordinator, Capital Projects and Facilities Planning

Coordinator, University Construction Facilities Management
Facilities Contract Administrator
Assistant Director, Facility Support Services
Assistant Director, Facilities Management
Accounting & Budget Assistant
Property Inventory Control Coordinator
Property Control Assistant
Materials Storage Supervisor 1

Financial Aid

Director of Financial Aid
Associate Director of Financial Aid
Assistant Director of Financial Aid
Financial Aid Counselor

Fiscal Affairs

Chief Financial Officer
Controller
Director of Accounting
Associate Director of Accounting
Assistant Director of Accounting
Grants Administration Manager
Accounting & Budget Assistant
Budget Assistant

Grants and Funded Research Office

Director of the Office of Grants and Funded Research
Assistant Director of the Office of Grants and Funded Research

Human Resources

Chief Human Resources Officer
Human Resources Administrator
Assistant Director of Human Resources
Associate in Human Resources
Assistant in Human Resources
Assistant in Human Resources I
Administrative Operations Assistant

IMRP

Director of the Institute for Municipal and Regional Policy (IMRP)
Associate Director, Center for Social Research
Program Administrator
Research Specialist
IMRP Program Assistant

Information Technology

Chief Information Officer
Director of Client Support Services
Director of Technical Services
Director Administrative Technical Services
Student Technical Resources Manager
Computer Facilities Manager (School of Technology)
Enterprise Resource Planning Manager

Project Manager
System Manager
Manager Support Services
Manager of University Internet Services
Desktop Engineer
Data Network Manager
Desktop Engineer Manager
Assistant Manager of Internet Services
Customer Support Center Supervisor
Database Administrator
Data Network Specialist
Instructional Design & Technology Resource Center Supervisor
Network Security Specialist
Networking/Telecommunication Specialist
Operations and Database Support Specialist
Media Technology Manager
Operations Coordinator
Programmer Specialist
Server Administrator
Technical Support Specialist
Instructional Technology Systems Administrator
Voice Systems Specialist
Desktop Support Technician
Software Support/Training Specialist
Digital Media Production Coordinator
Customer Support Center Lead
Instructional Media Coordinator
Instructional Coordinator
Operations and Data Support Specialist
Desktop Support Assistant
Customer Support Center Assistant
Media Technician
Property Control Assistant
Support Assistant (Server or Systems)
Server Support Specialist
Computer Support Assistant
Video Engineering Specialist

Institute of Technology & Business Development (ITBD)

Executive Assistant to the President for Community Business Programs
Business Development Manager
Business and Facility Manager
Business Development Specialist
Conference Center Manager
Conference Center Assistant Manager/Information Technology Specialist
Business Development Assistant/Youth Programs
Business Development Coordinator
Professional Development Specialist
Project Coordinator
Disadvantaged Business Enterprise (DBE) Administrator

Institutional Advancement

Vice President for Institutional Advancement

Associate to the Vice President for Institutional Advancement
Director of Institutional Advancement
Director, Advancement Services
Associate Director, Alumni Affairs
Major Gifts Associate
Advancement Services Specialist

Institutional Research

Director of Institutional Research and Assessment
Institutional Research Specialist
Planner/Analyst

Intercollegiate Athletics

Administrative

Director, Intercollegiate Athletics
Senior Associate Athletics Director
Associate Director, Athletics for Compliance
Associate Director of Athletics/External Services
Assistant Director for Administration and Student Services
Assistant Director of Athletics for Communication & Media Services
Assistant Compliance Coordinator
Accounting and Budget Specialist
Equipment Manager
Athletic Trainer II
Sports Information Assistant
Athletics Communications Trainee

Coaching

Coach IV
Coach III
Coach II
Coach I
Coach A

Learning Center

Director, Learning Center
Learning Center Academic Support Specialist

Library Services

Director of Library Services
Associate Director of Library Services
Librarian
Associate Librarian
Assistant Librarian

Marketing and Communications

Associate Vice President for Marketing and Communications
Media Relations Officer
Manager of University Internet Services
Associate Director Marketing and Communications
Assistant Director Marketing and Communications
Coordinator of Design & Publications

Pre-Collegiate & Access Services

Director of Pre-Collegiate and Access Services
Associate Director of Pre-Collegiate and Access Services
ConnCAP Site Coordinator

Recruitment and Admissions

Director of Recruitment and Admissions
Associate Director of Recruitment and Admissions
Assistant Director of Recruitment and Admissions

Registrar

Registrar
Associate Registrar
Associate Registrar for Scheduling and CAPP
Assistant Director, Registrar
Assistant Registrar
Degree Auditor

Residence Life

Director of Residence Life
Associate Director of Residence Life
Assistant Director of Residence Life
Assistant to Director/Area Coordinator
Assistant to Director/Residence Hall Director

Student Activities/Leadership Development

Director of Student Activities/Leadership Development
Associate Director, Student Activities/Leadership Development
Assistant Director, Student Activities/Leadership Development
Assistant Director/Coordinator for Central Access & Student Development
Program Assistant

Student Affairs

Vice President for Student Affairs
Associate Dean of Student Affairs

Student Center

Director of Student Center Operation & Services
Associate Director of the Student Center
Assistant Director of the Student Center

Student Conduct (Office of)

Director Student Conduct
Assistant Director, Office of Student Conduct

Student Wellness Services: Health and Medical

Student Wellness Services: Health

Associate Director, Student Wellness Services
University Health Psychiatric Nurse Practitioner
Coordinator of Wellness Education
Advanced Practice Registered Nurse (APRN)
College Health Nurse

Counseling

Associate Director of Counseling and Wellness
Counselor
Associate Counselor
Assistant Counselor
Wellness Program Administrator

TRIO Student Support Services

Trio Project Coordinator
Trio Project Assistant

Veterans Affairs (Office of)

Veterans Affairs Coordinator
Veteran Retention Assistant

Unclassified Positions without Lines of Progression

Access and Security Coordinator (Facilities)
Academic Advising Specialist
Administrative Assistant to President
Administrative Coordinator
Administrative Support Coordinator
Advising and Student Support Specialist
Assistant Director/Coordinator, CASD Grant Program
Associate Director, Graduate Office
Associate in Diversity and Equity
Campus Architect
Capital Budget Administrator
Coordinator of Community Engagement
Coordinator, Student Disability Services
Coordinator of Women's Center
Chief Administrative Officer
Special Assistant to the President
Director of Academic Articulations and Partnerships
Director, Academic Center for Student Athletes
Director of Engineering
Director, Office of Student Teaching and Field Experiences
Director of Operational Logistics and Events Management (Admin. Affairs)
Director of Student Wellness Services and University Physician
Executive Assistant to the President/Chief Diversity Officer
Graduate Studies Degree Auditor
President
Project Assistant (School of Education)
Project Assistant (Academic Affairs, Travelers' EDGE)
Project Coordinator (Academic Affairs, Travelers' EDGE)
Recreation Specialist
Science Technical Specialist
Sexual Assault and Violence Prevention Specialist
Team Advisor (Academic Center for Student Athletes)
University Research Technician 1

Titles at the top of their line of progression without further lines of Progression

Assistant Chief Administrative Officer/Director of Facilities Management Coordinator, Capital Projects/Facilities Planning

Associate Director of Counseling and Wellness

Associate Director, Student Wellness Services

Associate Vice President for Marketing and Communications

Bursar

Chief Financial Officer

Chief Human Resources Officer

Chief Information Officer

Director of Auxiliary Services for IT

Director of Business Services

Director of Center for International Education

Director of Continuing Education

Director of Financial Aid

Director of Institutional Research and Assessment

Director of Library Services

Director of Pre-Collegiate and Access Services

Director of Recruitment and Admissions

Director of Residence Life

Director of Student Activities/Leadership Development

Director of Student Center Operation & Services

Director of the Center for Advising & Career Exploration

Director of the Institute for Municipal and Regional Policy (IMRP)

Director of the Office of Grants and Funded Research

Director Student Conduct

Director, Environmental Health & Safety

Director, Intercollegiate Athletics

Director, Learning Center

Director, U.S.-China Center

Executive Assistant to the President for Community Business Programs

Executive Director of the Center for Public Policy & Social Research

Provost and Vice President for Academic Affairs

Registrar

Trio Project Coordinator

Veterans Affairs Coordinator

Vice President for Institutional Advancement

Vice President for Student Affairs

CLASSIFIED POSITIONS

Accounting

Associate Accountant

Assistant Accountant

Accounting Trainee

Clerical

CSU Administrative Assistant (1)

Unit Supervisor

Administrative Assistant

Secretary 2

Secretary 1

Processing Technician

Office Assistant
Clerk Typist

Fiscal

Fiscal Administrative Assistant
Financial Clerk

Mail Services

Mail Services Supervisor 1
Lead Mail Handler
Mail Handler (2)

Paraprofessional\Technical

Library Technician
Library Technical Assistant

Lead University Research Technician
University Research Technician 2

Payroll

Payroll Officer 2
Payroll Clerk
Assistant in Payroll/Accounts Payable (1)

Protective Services

Chief of Police (1)
Police Lieutenant
Fire Lieutenant
Police Sergeant
Police Detective
Police Officer
Protective Services Trainee

Purchasing

Purchasing Manager (1)
Procurement Specialist (1)
Purchasing Assistant

Secretarial

CSU Administrative Assistant (1)
Administrative Assistant
Secretary 2
Secretary 1
Office Assistant
Clerk Typist

Service/Maintenance

Materials Storage Supervisor (2)
Storekeeper (2)
Storekeeper Assistant (2)

General Trades Worker (2)
Skilled Maintainer (2)
Maintainer (2)

Supervising Custodian (2)

Lead Custodian (2)

Custodian (2)

Duplicating Services Supervisor1

Duplicating Technician 2

Skilled Craft

Lead Power Plant Operator Energy Center

Power Plant Operator Energy Center Engineer (2)

Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

Qualified Craft Worker (Carpenter, Painter, Locksmith, Plumbing, Electrical, Mason, Mechanics, HVAC, Plmn & Stmfr) (2)

Classified Positions without Lines of Progression

Building Maintenance Supervisor

Building Superintendent 1

Drafter 1

Plant Facilities Engineer 2

Planetarium Technician

Telecommunications Dispatcher (2)

Classified positions at the top of their lines of progression without further lines of progression

Associate Accountant

CSU Administrative Assistant (1)

Fiscal Administrative Assistant

Library Technician

Mail Services Supervisor 1

Payroll Officer 2

Purchasing Manager (1)

CSU Administrative Assistant (1)

Materials Storage Supervisor (2)

General Trades Worker (2)

Supervising Custodian (2)

Duplicating Services Supervisor1

Lead Power Plant Operator Energy Center

Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

(1) Unclassified

(2) Non-competitive

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 1: Executive, Administrative & Managerial				
1	President		\$299,460	
1	Provost & Vice President of Academic Affairs	MC049	\$170,406	\$240,456
1	Vice President for Student Affairs	MC047	\$153,739	\$217,322
1	Vice President for Institutional Advancement	MC046	\$146,325	\$206,350
1	Chief Administrative Officer	MC045	\$138,793	\$195,616
1	Chief Financial Officer	MC045	\$138,793	\$195,616
1	Dean, School of Business	MC045*	\$139,900	\$209,004
1	Dean, School of Engineering & Technology	MC045*	\$139,900	\$209,004
1	Dean, School of Education and Professional Studies	MC045	\$138,793	\$195,616
1	Dean, School of Arts & Sciences	MC045	\$138,793	\$195,616
1	Associate Vice President and Dean of Graduate School	MC044	\$131,789	\$186,052
1	Associate Vice President for Academic Affairs	MC044	\$131,789	\$186,052
1	Chief Diversity Officer/Executive Assistant to the President	MC044	\$131,789	\$186,052
1	Chief Human Resources Officer	MC044	\$131,789	\$186,052
1	Chief Information Officer	MC044	\$131,789	\$186,052
1	Executive Assistant to the President, ITBD	MC044	\$131,789	\$186,052
1	Associate to the Chief Administrative Officer	MC043	\$125,198	\$176,750
1	Associate Vice President for Marketing & Comm.	MC043	\$125,198	\$176,750
1	Special Assistant to the President	MC043	\$125,198	\$176,750
1	Associate to the VP for Institutional Advancement	MC042	\$104,540	\$141,438
1	Chief of Police	MC042	\$104,540	\$141,438
1	Executive Director, CPP&SR	MC042	\$104,540	\$141,438
1	Director, Intercollegiate Athletics	S2008	\$102,353	\$153,409
1	Physician/Director of University Health Services	S2008	\$102,353	\$151,542
1	Director, Institutional Research and Assessment	MC041	\$96,534	\$130,603
1	Assistant Chief Administrative Officer/Director	S2007	\$89,003	\$133,399
1	Associate Dean of Arts & Sciences	S2007	\$89,003	\$133,399
1	Associate Dean, School of Business	S2007	\$89,003	\$133,399
1	Associate Dean, School of Education & Professional Studies	S2007	\$89,003	\$133,399
1	Associate Dean, School of Engineering & Technology	S2007	\$89,003	\$133,399
1	Associate Dean, Student Affairs	S2007	\$89,003	\$133,399
1	Controller	S2007	\$89,003	\$133,399
1	Director, Academic Articulations & Partnerships	S2007	\$89,003	\$133,399
1	Director, Recruitment & Admissions	S2007	\$89,003	\$133,399
1	Director, Center for International Education	S2007	\$89,003	\$133,399
1	Director, Institutional Advancement	S2007	\$89,003	\$133,399
1	Director, Library Services	S2007	\$89,003	\$133,399
1	Human Resources Administrator	MC039	\$86,894	\$117,563
* School of Business and Engineering Deans higher pay grade				
Category 2: Faculty				
2	Professor (12 Month)	A2004	\$102,229	\$136,658
2	Professor (10 Month)	A1004	\$85,191	\$113,882
2	Associate Professor (10 month)	A1003	\$71,560	\$95,791
2	Assistant Professor (10 Month)	A1002	\$57,930	\$77,699
2	Instructor (10 Month)	A1001	\$51,115	\$68,654
Category 2: Coaching/Athletic				
2	Coach IV / Athletic Trainer IV (12 Month)	A2004	\$102,229	\$136,658
2	Coach IV / Athletic Trainer IV (10 Month)	A1004	\$85,191	\$113,882

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
2	Coach III / Athletic Trainer III (12 Month)	A2003	\$85,872	\$114,949
2	Coach III / Athletic Trainer III (10 Month)	A1003	\$71,560	\$95,791
2	Coach II / Athletic Trainer II	A2002	\$69,516	\$93,239
2	Coach I / Athletic Trainer I (12 Month)	A2001	\$61,338	\$82,285
2	Coach I / Athletic Trainer I (10 Month)	A1001	\$5,115	\$68,654
2	Coach A (12 month)	A2005	\$49,070	\$65,908
2	Coach A (10 month)	A1005	\$40,892	\$54,923
Category 3: Professional/Non-faculty				
3	Counselor	A2004	\$102,229	\$136,658
3	Associate Counselor (12 month)	A2003	\$85,872	\$114,949
3	Librarian	A1004	\$85,191	\$113,882
3	Computer Facilities Manager (School of Technology)	S2006	\$79,874	\$121,718
3	Director, Accounting	S2006	\$79,874	\$121,718
3	Director, Administrative Technical Services	S2006	\$79,874	\$121,718
3	Director, Business Services	S2006	\$79,874	\$121,718
3	Director, Ctr. Advising & Career Exploration	S2006	\$79,874	\$121,718
3	Director, Client Support Services	S2006	\$79,874	\$121,718
3	Director, Counseling and Wellness	S2006	\$79,874	\$121,718
3	Director, Financial Aid	S2006	\$79,874	\$121,718
3	Director, Learning Center	S2006	\$79,874	\$121,718
3	Director, Office of Grants & Funded Research	S2006	\$79,874	\$121,718
3	Director, Operational Logistics and Events Management	S2006	\$79,874	\$121,718
3	Director, Residence Life	S2006	\$79,874	\$121,718
3	Director, Student Activities/Leadership Development	S2006	\$79,874	\$121,718
3	Director, Student Center Operation & Services	S2006	\$79,874	\$121,718
3	Director, Student Conduct	S2006	\$79,874	\$121,718
3	Director, Technical Services	S2006	\$79,874	\$121,718
3	Registrar	S2006	\$79,874	\$121,718
3	Senior Associate Athletics Director	S2006	\$79,874	\$121,718
3	Assistant Director Human Resources	MC036	\$75,626	\$102,316
3	Associate Accountant	AR026	\$72,786	\$93,813
3	Payroll Officer 2	AR025	\$72,786	\$93,813
3	Associate Counselor (10 month)	A1003	\$71,560	\$95,791
3	Associate Librarian	A1003	\$71,560	\$95,791
3	Associate Director, Accounting	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for Compliance	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for External Services	S2005	\$70,745	\$110,037
3	Associate Director, Business Services	S2005	\$70,745	\$110,037
3	Associate Director, Ctr for Advising & Career Exploration	S2005	\$70,745	\$110,037
3	Associate Director, International Education	S2005	\$70,745	\$110,037
3	Associate Director, Library Services	S2005	\$70,745	\$110,037
3	Associate Director, Student Wellness Services	S2005	\$70,745	\$110,037
3	Bursar	S2005	\$70,745	\$110,037
3	Business Development Manager	S2005	\$70,745	\$110,037
3	Campus Architect	S2005	\$70,745	\$110,037
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$70,745	\$110,037
3	Coordinator, Student Disability Services (RC)	S2005	\$70,745	\$110,037
3	Data Network Manager	S2005	\$70,745	\$110,037
3	Desktop Engineer Manager	S2005	\$70,745	\$110,037
3	Director, Academic Center for Student Athletes	S2005	\$70,745	\$110,037

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Director, Advancement Services	S2005	\$70,745	\$110,037
3	Director, Auxillary Services (IT)	S2005	\$70,745	\$110,037
3	Director, Continuing Education	S2005	\$70,745	\$110,037
3	Director, Engineering	S2005	\$70,745	\$110,037
3	Director, Environmental Health & Safety	S2005	\$70,745	\$110,037
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	\$70,745	\$110,037
3	Director, Pre-Collegiate and Access Services	S2005	\$70,745	\$110,037
3	Director, U.S. - China Center	S2005	\$70,745	\$110,037
3	Enterprise Resource Planning Manager	S2005	\$70,745	\$110,037
3	Facilities Operations Manager	S2005	\$70,745	\$110,037
3	Manager, Support Services	S2005	\$70,745	\$110,037
3	Manager of University Internet Services	S2005	\$70,745	\$110,037
3	Media Relations Officer	S2005	\$70,745	\$110,037
3	Network Security Manager	S2005	\$70,745	\$110,037
3	Project Manager, IT	S2005	\$70,745	\$110,037
3	Student Tech. Resource Manager	S2005	\$70,745	\$110,037
3	System Manager	S2005	\$70,745	\$110,037
3	Administrative Assistant to President	MC035	\$69,101	\$93,489
3	Associate in Diversity and Equity	MC034	\$63,021	\$85,263
3	Associate in Human Resources	MC034	\$63,021	\$85,263
3	Advanced Practice Registered Nurse (APRN)	S2004	\$61,617	\$98,355
3	Assistant Dean, Professional Programs & Certification Officer	S2004	\$61,617	\$98,355
3	Assistant Dean, Graduate Studies	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Arts & Sciences	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Business	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Ed. & Professional Studies	S2004	\$61,617	\$98,355
3	Assistant Director, Accounting	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Facility Support Services	S2004	\$61,617	\$98,355
3	Assistant Manager for Internet Services	S2004	\$61,617	\$98,355
3	Associate Bursar	S2004	\$61,617	\$98,355
3	Associate Director, CIE & Coordinator of IELP	S2004	\$61,617	\$98,355
3	Associate Director, CIE/ Intl Student and Scholar Svcs	S2004	\$61,617	\$98,355
3	Associate Director, Center for Social Research	S2004	\$61,617	\$98,355
3	Associate Director, Confucious Center	S2004	\$61,617	\$98,355
3	Associate Director, Communication & Marketing	S2004	\$61,617	\$98,355
3	Associate Director, Counseling and Wellness	S2004	\$61,617	\$98,355
3	Associate Director, Alumni Affairs	S2004	\$61,617	\$98,355
3	Associate Director, Cont. Ed. & Community Engagement	S2004	\$61,617	\$98,355
3	Associate Director, Financial Aid	S2004	\$61,617	\$98,355
3	Associate Director, Graduate Office	S2004	\$61,617	\$98,355
3	Associate Director, Int'l Student & Scholar Svcs Coord.	S2004	\$61,617	\$98,355
3	Associate Director, Pre-Collegiate and Access Services	S2004	\$61,617	\$98,355
3	Associate Director, Recruitment & Admissions	S2004	\$61,617	\$98,355
3	Associate Director, Residence Life	S2004	\$61,617	\$98,355
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$61,617	\$98,355
3	Associate Director, Student Center	S2004	\$61,617	\$98,355
3	Associate Registrar	S2004	\$61,617	\$98,355
3	Associate Registrar for CAPP	S2004	\$61,617	\$98,355
3	Business & Facility Manager (ITBD)	S2004	\$61,617	\$98,355

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Capital Budget Administrator	S2004	\$61,617	\$98,355
3	Coordinator, Community Engagement	S2004	\$61,617	\$98,355
3	Coordinator, University Construction Facilities Management	S2004	\$61,617	\$98,355
3	Coordinator, Wellness Education	S2004	\$61,617	\$98,355
3	Coordinator, Women's Center	S2004	\$61,617	\$98,355
3	Customer Support Center Supervisor	S2004	\$61,617	\$98,355
3	Data Network Specialist	S2004	\$61,617	\$98,355
3	Database Administrator	S2004	\$61,617	\$98,355
3	Desktop Engineer	S2004	\$61,617	\$98,355
3	Director, Office of Student Teaching and Field Experiences	S2004	\$61,617	\$98,355
3	Director, University Learning Center	S2004	\$61,617	\$98,355
3	Facilities Contract Administrator	S2004	\$61,617	\$98,355
3	Grants Administration Manager	S2004	\$61,617	\$98,355
3	Institutional Research Specialist	S2004	\$61,617	\$98,355
3	Instructional Design & Technology Resource Center Supervisor	S2004	\$61,617	\$98,355
3	Instructional Technology Systems Administrator	S2004	\$61,617	\$98,355
3	Manager Contract Compliance/Procurement Services	S2004	\$61,617	\$98,355
3	Media Technology Manager	S2004	\$61,617	\$98,355
3	Network Security Specialist	S2004	\$61,617	\$98,355
3	Operations Coordinator	S2004	\$61,617	\$98,355
3	Programmer Specialist	S2004	\$61,617	\$98,355
3	Project Coordinator	S2004	\$61,617	\$98,355
3	Purchasing Manager	S2004	\$61,617	\$98,355
3	Server Administrator	S2004	\$61,617	\$98,355
3	Technical Support Specialist	S2004	\$61,617	\$98,355
3	Veterans Affairs Coordinator	S2004	\$61,617	\$98,355
3	Voice Systems Specialist	S2004	\$61,617	\$98,355
3	Assistant Counselor	A3002	\$57,930	\$77,699
3	Assistant Librarian	A1002	\$57,930	\$77,699
3	Assistant in Human Resources	MC033	\$57,535	\$77,840
3	CSU Administrative Assistant	MC033	\$57,535	\$77,840
3	Video Engineering Specialist	ES022	\$56,263	\$77,655
3	Academic Advising Specialist	S2003	\$52,489	\$86,675
3	Academic Support Specialist	S2003	\$52,489	\$86,675
3	Access and Security Coordinator (Facilities)	S2003	\$52,489	\$86,675
3	Accounting and Budget Specialist (athletics)	S2003	\$52,489	\$86,675
3	Advancement Services Specialist	S2003	\$52,489	\$86,675
3	Advising and Career Exploration Specialist	S2003	\$52,489	\$86,675
3	Advising and Student Support Specialist	S2003	\$52,489	\$86,675
3	Assistant Bursar	S2003	\$52,489	\$86,675
3	Assistant Compliance Coordinator	S2003	\$52,489	\$86,675
3	Assistant Director, Admissions	S2003	\$52,489	\$86,675
3	Assistant Director, Bursar	S2003	\$52,489	\$86,675
3	Assistant Director, Center for Social Research	S2003	\$52,489	\$86,675
3	Assistant Director, Facilities Management	S2003	\$52,489	\$86,675
3	Assistant Director, Financial Aid	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Student Conduct	S2003	\$52,489	\$86,675
3	Assistant Director, Local, Regional & State Affairs	S2003	\$52,489	\$86,675
3	Assistant Director, Marketing and Communications	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Grants & Funded Research	S2003	\$52,489	\$86,675
3	Assistant Director, Recruitment & Admissions	S2003	\$52,489	\$86,675

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Assistant Director, Registrar	S2003	\$52,489	\$86,675
3	Assistant Director, Residence Life	S2003	\$52,489	\$86,675
3	Assistant Director, Student Activities/Leadership Dev.	S2003	\$52,489	\$86,675
3	Assistant Director, Student Center	S2003	\$52,489	\$86,675
3	Assistant Director/Coordinator, CASD Grant Program	S2003	\$52,489	\$86,675
3	Assistant Director/Coord. Central Access & Student Dev.	S2003	\$52,489	\$86,675
3	Assistant Registrar	S2003	\$52,489	\$86,675
3	Assistant to the Bursar	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Athletics	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Budget	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Facilities Mgmt	S2003	\$52,489	\$86,675
3	Budget Assistant	S2003	\$52,489	\$86,675
3	Business Development Coordinator	S2003	\$52,489	\$86,675
3	Business Development Specialist (ITBD & CSBDC)	S2003	\$52,489	\$86,675
3	Campus One Card System Specialist	S2003	\$52,489	\$86,675
3	College Health Nurse	S2003	\$52,489	\$86,675
3	Conference Center Manager	S2003	\$52,489	\$86,675
3	ConnCAP Site Coordinator	S2003	\$52,489	\$86,675
3	Coordinator of Design & Publications	S2003	\$52,489	\$86,675
3	Customer Support Center Lead	S2003	\$52,489	\$86,675
3	Desktop Support Technician	S2003	\$52,489	\$86,675
3	Digital Media Production Coordinator	S2003	\$52,489	\$86,675
3	Environmental Health & Safety Coordinator	S2003	\$52,489	\$86,675
3	IT Specialist/Conference Center Assistant Manager	S2003	\$52,489	\$86,675
3	Instructional Media Coordinator	S2003	\$52,489	\$86,675
3	International Education Coordinator	S2003	\$52,489	\$86,675
3	Major Gifts Associate	S2003	\$52,489	\$86,675
3	Networking/Telecommunication Specialist	S2003	\$52,489	\$86,675
3	Operations & Database Support Specialist	S2003	\$52,489	\$86,675
3	Planner/Analyst	S2003	\$52,489	\$86,675
3	Policy & Research Specialist	S2003	\$52,489	\$86,675
3	Program Administrator (IMRP)	S2003	\$52,489	\$86,675
3	Project Coordinator	S2003	\$52,489	\$86,675
3	Property Inventory Control Coordinator	S2003	\$52,489	\$86,675
3	Recreation Specialist	S2003	\$52,489	\$86,675
3	Research Specialist, IMRP	S2003	\$52,489	\$86,675
3	Science Technical Specialist	S2003	\$52,489	\$86,675
3	Sexual Assault and Violence Prevention Specialist	S2003	\$52,489	\$86,675
3	Software Support/Training Specialist	S2003	\$52,489	\$86,675
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$52,489	\$86,675
3	Staff Librarian	A1001	\$51,115	\$68,654
3	Assistant in Human Resources I	MC032	\$51,108	\$69,146
3	Administrative Coordinator	S2002	\$43,360	\$74,993
3	Administrative Support Coordinator	S2002	\$43,360	\$74,993
3	Advising Assistant	S2002	\$43,360	\$74,993
3	Assistant to Director/Area Coordinator	S2002	\$43,360	\$74,993
3	Assistant to Director/Residence Hall Director	S2002	\$43,360	\$74,993
3	Assistant in Payroll/Accts Payable	S2002	\$43,360	\$74,993
3	Business Development Assistant	S2002	\$43,360	\$74,993
3	Customer Support Center Assistant	S2002	\$43,360	\$74,993
3	Degree Auditor	S2002	\$43,360	\$74,993

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Desktop Support Assistant	S2002	\$43,360	\$74,993
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	\$43,360	\$74,993
3	Equipment Manager	S2002	\$43,360	\$74,993
3	Financial Aid Counselor	S2002	\$43,360	\$74,993
3	Media Technician	S2002	\$43,360	\$74,993
3	Procurement Specialist	S2002	\$43,360	\$74,993
3	Program Administrator (China Center)	S2002	\$43,360	\$74,993
3	Program Assistant, IMRP	S2002	\$43,360	\$74,993
3	Project Assistant	S2002	\$43,360	\$74,993
3	Project Specialist	S2002	\$43,360	\$74,993
3	Property Control Assistant	S2002	\$43,360	\$74,993
3	Sports Information Assistant	S2002	\$43,360	\$74,993
3	Support Assistant (Server or Systems)	S2002	\$43,360	\$74,993
3	TRIO Project Assistant	S2002	\$43,360	\$74,993
3	Wellness Program Administrator	S2002	\$43,360	\$74,993
3	Veteran Retention Specialist	S2002	\$43,360	\$74,993
3	Drafter 1	ES016	\$42,930	\$58,899
3	Athletic Communication Trainee	S2001	\$33,235	\$61,468
3	Computer Support Assistant	S2001	\$33,235	\$61,468
3	Professional Development Specialist	S2001	\$33,235	\$61,468
Category 4: Clerical/Secretarial				
4	Administrative Assistant	CL019	\$53,935	\$69,795
4	Unit Supervisor	CL018	\$51,441	\$66,764
4	Purchasing Assistant	CL017	\$49,005	\$63,864
4	Administrative Operations Assistant	MC031	\$48,193	\$65,202
4	Processing Technician	CL016	\$46,721	\$61,096
4	Secretary 2	CL016	\$46,721	\$61,096
4	Payroll Clerk	CL016	\$46,721	\$61,096
4	Telecommunications Dispatcher	CL015	\$44,601	\$58,489
4	Secretary 1	CL014	\$42,684	\$56,009
4	Office Assistant	CL013	\$40,901	\$53,663
4	Financial Clerk	CL012	\$38,870	\$49,496
4	Clerk Typist	CL010	\$36,671	\$46,355
Category 5: Technical/Paraprofessional				
5	Lead University Research Technician	TC022	\$59,587	\$77,928
5	Library Technician	AR020	\$58,640	\$74,289
5	Assistant Accountant	AR019	\$55,797	\$70,999
5	Fiscal Administrative Assistant	AR019	\$55,797	\$70,999
5	University Research Technician 2	TC019	\$52,736	\$67,802
5	Planetarium Technician	TC018	\$50,326	\$64,892
5	Library Technical Assistant	AR016	\$48,235	\$62,050
5	University Research Technician 1	TC017	\$47,967	\$62,095
Category 6: Skilled Crafts				
6	Plant Facilities Engineer 2	FM032	\$95,493	\$124,851
6	QCW (Elec)	TC018	\$50,326	\$64,892
6	QCW (HVACR)	TC018	\$50,326	\$64,892
6	QCW (locksmith)	TC018	\$50,326	\$64,892
6	QCW (Pln&Stmfr)	TC018	\$50,326	\$64,892

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
6	QCW (Carpy)	TC017	\$47,967	\$62,095
Category 7: Service/Maintenance (excluding Protective Services)				
7	Building Maintenance Supervisor	TC025	\$72,972	\$95,110
7	MaintSupv2 (Plmn&Stmfr)	FM024	\$69,641	\$90,932
7	MaintSupv2 (Genl) (40hrs/wk)	TC022	\$59,587	\$77,928
7	MaintSupv1 (Elecl)	TC022	\$59,587	\$77,928
7	Lead Power Plnt Oper Enrgy Ctr	TC021	\$58,031	\$74,078
7	MaintSupv1 (Genl)	TC020	\$55,361	\$70,892
7	MaintSupv1 (Lock)	TC020	\$55,361	\$70,892
7	Power Plant Operator Enrgy Ctr (40 hrs/wk) (RC)	TC019	\$52,736	\$67,802
7	Power Plant Operator Enrgy Ctr (40 hrs/wk)	TC018	\$50,326	\$64,892
7	Building Superintendent 1	TC018	\$50,326	\$64,892
7	Duplicating Services Supervisor 1	TC016	\$45,763	\$59,425
7	Mail Services Supervisor 1	TC016	\$45,763	\$59,425
7	Material Storage Supervisor 1	TC016	\$45,763	\$59,425
7	General Trades Worker	TC015	\$43,689	\$56,913
7	Duplicating Technician 2	TC014	\$41,756	\$54,531
7	Landscape Technician	TC014	\$41,756	\$54,531
7	Lead Mail Handler	TC014	\$41,756	\$54,531
7	Material Storage Specialist	TC014	\$41,756	\$54,531
7	Skilled Maintainer	TC014	\$41,756	\$54,531
7	Supervising Custodian	TC014	\$41,756	\$54,531
7	Storekeeper	TC012	\$37,917	\$48,251
7	Lead Custodian	TC011	\$36,847	\$46,661
7	Mail Handler	TC011	\$36,847	\$46,661
7	Custodian	TC009	\$34,852	\$43,551
7	Maintainer	TC009	\$34,852	\$43,551
7	Storekeeper Assistant	TC009	\$34,852	\$43,551
Category 7: Service/Maintenance - Protective Services				
7	Police Lieutenant	PS019	\$76,914	\$102,059
7	Fire Leiutenant	PS015	\$63,527	\$84,935
7	Police Sergeant	PS014	\$60,656	\$81,178
7	Detective	PS013	\$59,037	\$77,104
7	Police Officer	PS011	\$53,540	\$70,449
7	Protective Services Trainee	PS005	\$40,226	\$53,982

WORKFORCE ANALYSIS

Section 46a-68a-83

The race and sex composition of the full time workforce is included in the required format. A separate analysis has been calculated for part-time and disabled employees, as well as age groups in five year increments.

The Workforce Analysis inventories the following:

1. Total workforce by occupational category
2. Total workforce by position(s) within each occupational category
3. Workforce in each labor market area by position within each occupational category
4. Workforce in each labor market area by position within each occupational category
5. The age grouping, in five-year groupings, of the university's full-time workforce by occupational category
6. The number of physically disabled employees

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

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

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

Form #38A
 FULL-TIME WORKFORCE
 SUMMARY/OCCUPATIONAL CATEGORY

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	36	22	14	16	12	5	0	1	2	0	0
		61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%
Faculty	450	272	178	203	138	18	14	14	10	37	16
		60.4%	39.6%	45.1%	30.7%	4.0%	3.1%	3.1%	2.2%	8.2%	3.6%
Professional/Non-Faculty	227	94	133	74	101	9	13	9	15	2	4
		41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%
Clerical/Secretarial	97	10	87	3	63	3	12	3	11	1	1
		10.3%	89.7%	3.1%	64.9%	3.1%	12.4%	3.1%	11.3%	1.0%	1.0%
Technical/ParaProfessional	18	7	11	4	6	0	2	3	1	0	2
		38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%
Skilled Crafts	13	12	1	12	1	0	0	0	0	0	0
		92.3%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	74	61	13	47	9	5	0	9	4	0	0
		82.4%	17.6%	63.5%	12.2%	6.8%	0.0%	12.2%	5.4%	0.0%	0.0%
Protective Services	21	19	2	10	1	4	1	5	0	0	0
		90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%
TOTALS	936	497	439	369	331	44	42	44	43	40	23
	100.0%	53.1%	46.9%	39.4%	35.4%	4.7%	4.5%	4.7%	4.6%	4.3%	2.5%

Form #38A

FULL-TIME WORKFORCE

SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	36	22	14	16	12	5	0	1	2	0	0
Faculty	450	272	178	203	138	18	14	14	10	37	16
Professional/Non-Faculty	227	94	133	74	101	9	13	9	15	2	4
Clerical/Secretarial	0	0	0	0	0	0	0	0	0	0	0
Technical/ParaProfessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0	0	0	0
TOTALS	713	388	325	293	251	32	27	24	27	39	20
	100.0%	54.4%	45.6%	41.1%	35.2%	4.5%	3.8%	3.4%	3.8%	5.5%	2.8%

EEO1- Executive/Administrative
 Position/Occupational Category
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Adm.	23	14	9	11	8	3	0	0	1	0	0
Adm VIII	2	2	0	2	0	0	0	0	0	0	0
Adm VII	11	6	5	3	4	2	0	1	1	0	0
GRAND TOTALS	36	22	14	16	12	5	0	1	2	0	0
	100.0%	61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
 Position/Occupational Category 1
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Assoc to VP, Instit. Advancement	1	1	0	1	0	0	0	0	0	0	0
Assoc VP Academic Affairs	2	2	0	1	0	1	0	0	0	0	0
Assoc VP/AA & Dean, Grad Stud	1	0	1	0	1	0	0	0	0	0	0
Assoc VP, Marketing & Comm.	1	1	0	1	0	0	0	0	0	0	0
Chief Administrative Officer	1	1	0	0	0	1	0	0	0	0	0
Chief Diversity Officer	1	0	1	0	0	0	0	0	1	0	0
Chief Financial Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Human Resources Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Information Officer	0	0	0	0	0	0	0	0	0	0	0
Chief of Police/Director of Public Safety	1	1	0	0	0	1	0	0	0	0	0
Dean, School of A&S	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Business	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Ed & Prof. Studies	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Engineering & Technology	1	1	0	1	0	0	0	0	0	0	0
Director, Institutional Research	1	0	1	0	1	0	0	0	0	0	0
Assoc VP ITBD	1	1	0	1	0	0	0	0	0	0	0
Executive Director, CPP&SR	1	1	0	1	0	0	0	0	0	0	0
Human Resources Administrator	1	0	1	0	1	0	0	0	0	0	0
President	1	1	0	1	0	0	0	0	0	0	0
Provost & Vice President	1	1	0	1	0	0	0	0	0	0	0
Special Assistant to the President	1	0	1	0	1	0	0	0	0	0	0
Vice President Instit. Advancement	1	1	0	1	0	0	0	0	0	0	0
Vice President Student Affairs	1	0	1	0	1	0	0	0	0	0	0
SUB-TOTALS	23	14	9	11	8	3	0	0	1	0	0
	100.0%	60.9%	39.1%	47.8%	34.8%	13.0%	0.0%	0.0%	4.3%	0.0%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
 Position/Occupational Category Adm VII & Admin VIII
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator VII											
Asst. Chief Admin Ofcr/Director	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Arts & Sciences	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Business	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Education	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Engr. & Tech.	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Student Affairs	1	1	0	0	0	0	0	1	0	0	0
Controller	1	0	1	0	1	0	0	0	0	0	0
Director, Acad. Artic. & Partnerships	1	0	1	0	0	0	0	0	1	0	0
Director, Recruitment & Admissions	1	1	0	0	0	1	0	0	0	0	0
Director, Center for International Ed.	1	1	0	0	0	1	0	0	0	0	0
Director, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director, Library Services	1	1	0	1	0	0	0	0	0	0	0
Admin VII Total	11	6	5	3	4	2	0	1	1	0	0
Administrator VIII											
Physician	1	1	0	1	0	0	0	0	0	0	0
Director, Athletics	1	1	0	1	0	0	0	0	0	0	0
Admin VIII Total	2	2	0	2	0	0	0	0	0	0	0
SUB-TOTALS	13	8	5	5	4	2	0	1	1	0	0
	100.0%	61.5%	38.5%	38.5%	30.8%	15.4%	0.0%	7.7%	7.7%	0.0%	0.0%

EEO2 - FACULTY

Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
PROFESSOR	191	121	70	90	55	8	5	10	3	13	7
ASSOCIATE PROFESSOR	136	80	56	60	48	3	2	3	2	14	4
ASSISTANT PROFESSOR	87	45	42	30	27	4	6	1	5	10	4
INSTRUCTOR	5	4	1	4	0	0	0	0	0	0	1
COACHING STAFF	31	22	9	19	8	3	1	0	0	0	0
TOTALS	450	272	178	203	138	18	14	14	10	37	16
	100.0%	60.4%	39.6%	45.1%	30.7%	4.0%	3.1%	3.1%	2.2%	8.2%	3.6%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator II	26	14	12	10	6	3	4	1	1	0	1
Administrator III	68	16	52	12	45	2	4	2	3	0	0
Administrator IV	55	25	30	18	19	1	3	4	5	2	3
Administrator V	28	18	10	18	9	0	0	0	1	0	0
Administrator VI	16	13	3	10	2	2	0	1	1	0	0
MISCELLANEOUS	34	8	26	6	20	1	2	1	4	0	0
GRAND TOTAL	227	94	133	74	101	9	13	9	15	2	4
	100.0%	41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator I											
Athletics Communications Trainee	0	0	0	0	0	0	0	0	0	0	0
Administrator I Sub-Total	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS											
Administrative Asst. to the President	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of HR	1	0	1	0	1	0	0	0	0	0	0
Assistant in Human Resources 1	2	0	2	0	2	0	0	0	0	0	0
Assistant Librarian	5	1	4	1	4	0	0	0	0	0	0
Assistant Counselor	1	0	1	0	0	0	0	0	1	0	0
Associate Counselor	1	1	0	0	0	1	0	0	0	0	0
Associate in Diversity & Equity	1	1	0	1	0	0	0	0	0	0	0
Associate in Human Resources	3	0	3	0	2	0	0	0	1	0	0
Associate Librarian	4	2	2	1	2	0	0	1	0	0	0
Counselor	1	0	1	0	1	0	0	0	0	0	0
CSU Administrative Assistant	5	0	5	0	2	0	2	0	1	0	0
Drafter 1	2	1	1	1	0	0	0	0	1	0	0
Librarian	3	1	2	1	2	0	0	0	0	0	0
Payroll Officer 2	1	0	1	0	1	0	0	0	0	0	0
Serials Librarian	1	0	1	0	1	0	0	0	0	0	0
University Archivists	1	0	1	0	1	0	0	0	0	0	0
Video Engineering Specialist	1	1	0	1	0	0	0	0	0	0	0
Miscellaneous Sub-Total	34	8	26	6	20	1	2	1	4	0	0
Administrator I & Misc. TOTAL	34	8	26	6	20	1	2	1	4	0	0
	100.0%	23.5%	76.5%	17.6%	58.8%	2.9%	5.9%	2.9%	11.8%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National & Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator II											
Administrative Coordinator	2	1	1	1	1	0	0	0	0	0	0
Administrative Support Coordinator	1	0	1	0	1	0	0	0	0	0	0
Asst in Payroll/Accts Payable	1	0	1	0	0	0	0	0	0	0	1
Asst to Director/Area Coordinator	2	1	1	1	1	0	0	0	0	0	0
Asst to Director/Residence Hall Director	4	1	3	1	1	0	2	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Customer Support Center Assistant	2	2	0	2	0	0	0	0	0	0	0
Degree Auditor	3	1	2	1	0	0	1	0	1	0	0
Desktop Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Financial Aid Counselor	0	0	0	0	0	0	0	0	0	0	0
Media Technician	1	1	0	1	0	0	0	0	0	0	0
Procurement Specialist	1	1	0	0	0	1	0	0	0	0	0
Project Assistant, School of Ed.	1	0	1	0	1	0	0	0	0	0	0
Property Control Assistant, Facilities Mgt.	1	1	0	1	0	0	0	0	0	0	0
Property Control Assistant, IT User Support Serv.	1	1	0	0	0	1	0	0	0	0	0
Server Support Assistant	1	1	0	0	0	1	0	0	0	0	0
Sports Information Assistant	1	1	0	1	0	0	0	0	0	0	0
Systems Support Assistant	0	0	0	0	0	0	0	0	0	0	0
TRIO Project Assistant	1	1	0	0	0	0	0	1	0	0	0
Veteran Retention Assistant	1	0	1	0	0	0	1	0	0	0	0
TOTALS	26	14	12	10	6	3	4	1	1	0	1
	100.0%	53.8%	46.2%	38.5%	23.1%	11.5%	15.4%	3.8%	3.8%	0.0%	3.8%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator III											
Academic Advising Specialist	1	0	1	0	1	0	0	0	0	0	0
Academic Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Access & Security Coordinator	0	0	0	0	0	0	0	0	0	0	0
Accounting and Budget Assistant	3	1	2	0	2	1	0	0	0	0	0
Accounting and Budget Specialist (athletics)	0	0	0	0	0	0	0	0	0	0	0
Advancement Services Specialist	1	0	1	0	1	0	0	0	0	0	0
Advising & Career Expl. Specialist	8	2	6	1	4	1	1	0	1	0	0
Advising & Student Support Specialist	3	0	3	0	3	0	0	0	0	0	0
Assistant Bursar	2	0	2	0	1	0	1	0	0	0	0
Assistant Director Admissions	6	2	4	1	3	0	1	1	0	0	0
Assistant Director Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Facilities Management	1	1	0	1	0	0	0	0	0	0	0
Assistant Director Financial Aid	3	1	2	1	1	0	0	0	1	0	0
Assistant Director Marketing & Communication	1	1	0	1	0	0	0	0	0	0	0
Assistant Director Registrar	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Residence Life	0	0	0	0	0	0	0	0	0	0	0
Assistant Director Student Act & Leadership	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Center	2	0	2	0	2	0	0	0	0	0	0
Assistant Director Student Conduct	1	0	1	0	1	0	0	0	0	0	0
Assistant Registrar	1	0	1	0	1	0	0	0	0	0	0
Asst. Dir/Coord, CASD Grant Program	1	0	1	0	1	0	0	0	0	0	0
Budget & Accounting Assistant, Budget	1	0	1	0	1	0	0	0	0	0	0
Budget & Accounting Assistant, Facilities Management	1	0	1	0	1	0	0	0	0	0	0
Budget Assistant	1	0	1	0	1	0	0	0	0	0	0
Business Development Coordinator	1	0	1	0	1	0	0	0	0	0	0
Campus One Card System Specialist	1	1	0	1	0	0	0	0	0	0	0
College Health Nurse	0	0	0	0	0	0	0	0	0	0	0
Conference Center Manager	1	0	1	0	1	0	0	0	0	0	0
ConnCAP Site Coordinator	1	0	1	0	0	0	0	0	1	0	0
Coordinator of Design & Publications	1	0	1	0	1	0	0	0	0	0	0
Customer Support Center Lead	2	1	1	1	1	0	0	0	0	0	0
Desktop Support Technician	1	1	0	1	0	0	0	0	0	0	0
Digital Media Production Coordinator	1	1	0	1	0	0	0	0	0	0	0
Environmental Health & Safety Coordinator	0	0	0	0	0	0	0	0	0	0	0
Instructional Coordinator	1	0	1	0	1	0	0	0	0	0	0
Instructional Media Coordinator	1	0	1	0	1	0	0	0	0	0	0
International Education Coordinator	1	0	1	0	1	0	0	0	0	0	0
Major Gifts Associate	3	0	3	0	3	0	0	0	0	0	0
Networking/Telecommunication Specialist	1	0	1	0	1	0	0	0	0	0	0
Operations & Database Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Policy and Research Specialists	2	2	0	2	0	0	0	0	0	0	0
Program Administrator (IMRP)	0	0	0	0	0	0	0	0	0	0	0
Property & Inventory Control Coord.	1	0	1	0	0	0	1	0	0	0	0
Recreation Specialist	1	1	0	1	0	0	0	0	0	0	0
Research Specialist, IMRP	1	0	1	0	1	0	0	0	0	0	0
Server Support Specialist	1	1	0	0	0	0	0	1	0	0	0
Sexual Assault and Violence Prevention Specialist	1	0	1	0	1	0	0	0	0	0	0
Science Technical Specialist	2	0	2	0	2	0	0	0	0	0	0
Team Advisor	1	0	1	0	1	0	0	0	0	0	0
TOTALS	68	16	52	12	45	2	4	2	3	0	0
	100.0%	23.5%	76.5%	17.6%	66.2%	2.9%	5.9%	2.9%	4.4%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator IV											
Advanced Practice Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean	2	0	2	0	2	0	0	0	0	0	0
Assoc Dir, Center for Social Research	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, CIE/Coordinator of IELP	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, CIE/International Student and Scholar Services	1	0	1	0	0	0	1	0	0	0	0
Assoc Dir, Confusious Center	1	0	1	0	0	0	0	0	0	0	1
Assoc Dir, Alumni Affairs	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Graduate Studies	1	0	1	0	0	0	0	1	0	0	0
Assoc Dir, Health Services	1	0	1	0	0	0	0	0	1	0	0
Assoc Dir, Pre-Coll/Access	1	1	0	0	0	0	0	1	0	0	0
Assoc Dir, Recruit & Admissions	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, Residence Life	2	1	1	1	0	0	0	0	1	0	0
Assoc Dir, Student Activities Leadership Development	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Center	1	0	1	0	1	0	0	0	0	0	0
Associate Bursar	1	0	1	0	1	0	0	0	0	0	0
Associate Registrar	2	1	1	1	0	0	0	0	1	0	0
Associate Registrar for CAPP	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Professional Programs & Certification Officer	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Liberal Arts and Social Sciences	0	0	0	0	0	0	0	0	0	0	0
Asst Dean, School of Business	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Professional Programs and Certification Officer	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, Facil Supp Svcs	1	1	0	1	0	0	0	0	0	0	0
Asst Dir/Athl/Admin & Student Services	1	0	1	0	1	0	0	0	0	0	0
Asst Dir/Athl/Comm & Media Services	1	1	0	1	0	0	0	0	0	0	0
Asst. Mgr Internet Services	1	1	0	1	0	0	0	0	0	0	0
Business & Facility Manager	1	1	0	1	0	0	0	0	0	0	0
Capital Budget Administrator	1	0	1	0	1	0	0	0	0	0	0
Contract Compliance Specialist	0	0	0	0	0	0	0	0	0	0	0
Coord, Community Engagement	1	0	1	0	0	0	0	0	1	0	0
Coord, University Construction & Facilities Mgmt	1	1	0	0	0	0	0	1	0	0	0
Coord, Wellness Education	1	1	0	1	0	0	0	0	0	0	0
Coord, Women's Center	1	0	1	0	0	0	1	0	0	0	0
Customer Support Center Supervisor	1	0	1	0	0	0	0	0	1	0	0
Data Network Specialist	1	1	0	0	0	1	0	0	0	0	0
Desktop Engineer	1	1	0	1	0	0	0	0	0	0	0
Grants Administration Manager	1	0	1	0	1	0	0	0	0	0	0
Institutional Res Specialist	2	0	2	0	1	0	0	0	0	0	1
InstrDesign & TechResearch Center Supervisor	1	1	0	0	0	0	0	1	0	0	0
Manager Contract Compliance/Procurement Services	1	1	0	1	0	0	0	0	0	0	0
Media Technology Manager	1	1	0	1	0	0	0	0	0	0	0
Operations Coordinator	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist	5	3	2	1	1	0	0	0	0	2	1
Project Coordinator	1	1	0	1	0	0	0	0	0	0	0
Purchasing Manager	1	1	0	1	0	0	0	0	0	0	0
Server Administrator	3	3	0	3	0	0	0	0	0	0	0
Technical Support Specialist	2	1	1	1	1	0	0	0	0	0	0
Veterans Affairs Coordinator	1	1	0	0	0	0	0	1	0	0	0
Voice Systems Specialist	1	0	1	0	1	0	0	0	0	0	0
TOTALS	55	25	30	18	19	1	3	4	5	2	3

100.0% 45.5% 54.5% 32.7% 34.5% 1.8% 5.5% 7.3% 9.1% 3.6% 5.5%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator V											
Assoc Dir, Accounting	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Athletics for Compliance	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Athletics/External Services	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Business Services	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Ctr Advising & Career Exploration	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, International Education	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Wellness Services	1	1	0	1	0	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Business Development Manager	1	0	1	0	1	0	0	0	0	0	0
Campus Architect	1	1	0	1	0	0	0	0	0	0	0
Coordinator Capital Projects & Fac. Plng.	0	0	0	0	0	0	0	0	0	0	0
Coordinator Student Disability Services	0	0	0	0	0	0	0	0	0	0	0
Data Network Manager	1	1	0	1	0	0	0	0	0	0	0
Desktop Engineer Manager	1	1	0	1	0	0	0	0	0	0	0
Dir, Acad Ctr Student Athletes	1	1	0	1	0	0	0	0	0	0	0
Dir, Advancement Services	1	1	0	1	0	0	0	0	0	0	0
Dir, Auxillary Services (IT)	1	1	0	1	0	0	0	0	0	0	0
Dir, Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Dir, Engineering	1	1	0	1	0	0	0	0	0	0	0
Dir, Environmental Health and Safety	1	1	0	1	0	0	0	0	0	0	0
Dir, IMRP	1	1	0	1	0	0	0	0	0	0	0
Dir, Pre-Collegiate/Access Svcs	1	0	1	0	0	0	0	0	1	0	0
Enterprise Res Planning Mgr	1	0	1	0	1	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	1	0	0	0	0	0	0	0
Manager, Support Services	1	1	0	1	0	0	0	0	0	0	0
Manager of University Internet Services	1	1	0	1	0	0	0	0	0	0	0
Media Relations Officer	1	0	1	0	1	0	0	0	0	0	0
Network Security Manager	1	1	0	1	0	0	0	0	0	0	0
Project Manager, IT Administrative Tech.	1	1	0	1	0	0	0	0	0	0	0
Student Tech. Resources Manager	1	0	1	0	1	0	0	0	0	0	0
System Manager	1	1	0	1	0	0	0	0	0	0	0
TOTALS	28	18	10	18	9	0	0	0	1	0	0
	100.0%	64.3%	35.7%	64.3%	32.1%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator VI											
Computer Facilities Manager	1	1	0	1	0	0	0	0	0	0	0
Director, Accounting Administrative	1	1	0	1	0	0	0	0	0	0	0
Director, Admin Technical Svcs	1	1	0	1	0	0	0	0	0	0	0
Director, Client Services	1	0	1	0	1	0	0	0	0	0	0
Director, Ctr Advising & Career Exploration	1	1	0	1	0	0	0	0	0	0	0
Director, Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Director, Grants & Funded Research	1	1	0	1	0	0	0	0	0	0	0
Director, Learning Center	1	0	1	0	1	0	0	0	0	0	0
Director, Op. Logistics & Event Mgt	1	1	0	1	0	0	0	0	0	0	0
Director, Residence Life	1	0	1	0	0	0	0	0	1	0	0
Director, Student Activities & Lead Develop	1	1	0	1	0	0	0	0	0	0	0
Director, Student Center	1	1	0	0	0	0	0	1	0	0	0
Director, Student Conduct	1	1	0	0	0	1	0	0	0	0	0
Director, Technical Services	1	1	0	1	0	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
Senior Associate Athletics Director	1	1	0	0	0	1	0	0	0	0	0
TOTALS	16	13	3	10	2	2	0	1	1	0	0
	100.0%	81.3%	18.8%	62.5%	12.5%	12.5%	0.0%	6.3%	6.3%	0.0%	0.0%

Form #38A
 FULL-TIME WORKFORCE
 SUMMARY: Hartford LMA

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical/Secretarial	97	10	87	3	63	3	12	3	11	1	1
Technical/ParaProfessional	18	7	11	4	6	0	2	3	1	0	2
Skilled Crafts	13	12	1	12	1	0	0	0	0	0	0
Service/Maintenance	74	61	13	47	9	5	0	9	4	0	0
Protective Services	21	19	2	10	1	4	1	5	0	0	0
TOTALS	223	109	114	76	80	12	15	20	16	1	3
	100.0%	48.9%	51.1%	34.1%	35.9%	5.4%	6.7%	9.0%	7.2%	0.4%	1.3%

EEO4 - SECRETARIAL/CLERICAL

Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrative Ops Assistant	1	0	1	0	0	0	1	0	0	0	0
Clerk Typist	2	0	2	0	2	0	0	0	0	0	0
Financial Clerk	1	0	1	0	0	0	1	0	0	0	0
Office Assistant	11	3	8	0	4	1	2	2	2	0	0
Payroll Clerk	2	1	1	0	1	0	0	1	0	0	0
Processing Technician	4	0	4	0	2	0	1	0	1	0	0
Secretary 1	5	1	4	0	2	1	0	0	2	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	0	0	1	0
Unit Supervisor	2	0	2	0	2	0	0	0	0	0	0
Sub-Total*	34	8	26	1	16	3	5	3	5	1	0
Administrative Assistant	22	1	21	1	17	0	2	0	2	0	0
Secretary 2	41	1	40	1	30	0	5	0	4	0	1
TOTALS	97	10	87	3	63	3	12	3	11	1	1
	100.0%	10.3%	89.7%	3.1%	64.9%	3.1%	12.4%	3.1%	11.3%	1.0%	1.0%

*Secretary/clerical, all titles except Admin Assistant and Secretary 2

Note: EEO4 minus Adm.Asst. &

Sec2 =	34	8	26	1	16	3	5	3	5	1	0
	100.0%	23.5%	76.5%	2.9%	47.1%	8.8%	14.7%	8.8%	14.7%	2.9%	0.0%

EE05 - TECHNICAL PARAPROFESSIONAL
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Assistant Accountant	1	0	1	0	0	0	1	0	0	0	0
Fiscal Administrative Assistant	4	0	4	0	1	0	1	0	1	0	1
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0
Library Technician	8	2	6	1	5	0	0	1	0	0	1
Library Technical Assistant	1	1	0	0	0	0	0	1	0	0	0
Planetarium Technician	1	1	0	1	0	0	0	0	0	0	0
Univ Research Tech 2	2	2	0	1	0	0	0	1	0	0	0
TOTALS	18	7	11	4	6	0	2	3	1	0	2
	100.0%	38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%

EEO7 - PROTECTIVE SERVICE
 Labor Market Area: Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Detective	1	1	0	0	0	1	0	0	0	0	0
Police Lieutenant	2	2	0	2	0	0	0	0	0	0	0
Police Officer	14	12	2	4	1	3	1	5	0	0	0
PS Trainee	0	0	0	0	0	0	0	0	0	0	0
Police Sergeant	3	3	0	3	0	0	0	0	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	21	19	2	10	1	4	1	5	0	0	0
	100.0%	90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%

EEO7 - SERVICE/MAINTENANCE
All Categories except Protective Services
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Building Maintenance Supv	1	1	0	1	0	0	0	0	0	0	0
Custodian	32	20	12	13	8	2	0	5	4	0	0
Duplicating Technician 2	1	1	0	1	0	0	0	0	0	0	0
General Trades Worker	5	5	0	3	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	1	0	0	0	0	0	0	0
Lead Custodian	3	3	0	2	0	0	0	1	0	0	0
Lead Mail Handler	1	0	1	0	1	0	0	0	0	0	0
Lead Power Plant Op. Energy Ctr.	2	2	0	2	0	0	0	0	0	0	0
Mail Handler	2	2	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	1	1	0	1	0	0	0	0	0	0	0
Maintainer	1	1	0	0	0	1	0	0	0	0	0
Maint Supv 1 (Elect)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Lock)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Genl)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Plmn&Stmfr)	1	1	0	1	0	0	0	0	0	0	0
Materials Storage Specialist	1	1	0	1	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	8	8	0	8	0	0	0	0	0	0	0
Skilled Maintainer	3	3	0	1	0	1	0	1	0	0	0
Storekeeper	6	6	0	6	0	0	0	0	0	0	0
Storekeeper Assistant	1	1	0	0	0	0	0	1	0	0	0
Supervising Custodian	1	1	0	1	0	0	0	0	0	0	0
TOTALS	74	61	13	47	9	5	0	9	4	0	0
	100.0%	82.4%	17.6%	63.5%	12.2%	6.8%	0.0%	12.2%	5.4%	0.0%	0.0%

Note: EEO7 minus custodians =

42	41	1	34	1	3	0	4	0	0	0
100.0%	97.6%	2.4%	81.0%	2.4%	7.1%	0.0%	9.5%	0.0%	0.0%	0.0%

PART-TIME

Labor Market Area: Local and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE	UNKNOW N MALE	UNKNOW N FEMALE
FACULTY													
Lecturer	363	177	186	124	142	3	12	7	3	6	8	37	21
Lecturer Non Teaching	7	4	3	3	3	0	0	0	0	0	0	1	0
Graduate Assistant	35	9	26	6	22	2	1	0	0	0	1	1	2
SU Assistant Prof. Special Appts	32	12	20	11	18	0	0	0	0	0	0	1	2
TOTAL	437	202	235	144	185	5	13	7	3	6	9	40	25
Coaching/Athletics													
PT Coaches	14	11	3	9	3	1	0	0	0	0	0	1	0
TOTAL	14	11	3	9	3	1	0	0	0	0	0	1	0
PROFESSIONAL/NON-FACULTY													
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0
Cooperative Education Intern	7	5	2	5	1	0	1	0	0	0	0	0	0
Graduate Intern	17	10	7	7	6	1	0	1	0	0	0	1	1
SU Admin 3	3	0	3	0	2	0	0	0	1	0	0	0	0
SU Admin 4	1	1	0	1	0	0	0	0	0	0	0	0	0
SU Assistant	90	43	47	32	34	1	4	5	5	2	2	3	2
SU Counselor PT	2	0	2	0	2	0	0	0	0	0	0	0	0
SU Librarian	5	1	4	0	3	0	0	0	0	0	0	1	1
TOTAL	126	60	66	45	49	2	5	6	6	2	2	5	4
CLERICAL/SECRETARIAL													
Clerk Typist	1	0	1	0	1	0	0	0	0	0	0	0	0
Collection Agent	1	0	1	0	1	0	0	0	0	0	0	0	0
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	4	1	3	1	2	0	0	0	1	0	0	0	0
Secretary 2	2	0	2	0	1	0	0	0	1	0	0	0	0
University Helper	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL	10	1	9	1	7	0	0	0	2	0	0	0	0
STUDENT WORKER POSITIONS													
	724	335	389	211	239	65	62	35	61	18	20	6	7
GRAND TOTAL	1311	609	702	410	483	73	80	48	72	26	31	52	36
	100.0%	46.5%	53.5%	31.3%	36.8%	5.6%	6.1%	3.7%	5.5%	2.0%	2.4%	4.0%	2.7%

FT Employee Age Report as of 7/31/2015 Age Grouping of Full-time Workforce by Occupational Category

JOB CATEGORY	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	TOTAL
EXECUTIVE/ADMINISTRATIVE	0	0	0	0	0	2	4	8	10	5	7	0	36
FACULTY	0	0	0	27	35	49	56	64	71	68	33	16	419
ATHLETICS/COACHING	0	0	3	6	6	6	1	6	2	0	1	0	31
PROFESSIONAL/NON-FACULTY	0	0	13	15	30	22	38	37	30	29	11	2	227
CLERICAL/SECRETARIAL	0	0	0	8	6	10	14	17	24	14	3	1	97
TECHNICAL/PARAPROFESSIONAL	0	0	0	2	0	3	2	1	4	3	3	0	18
SKILLED CRAFTS	0	0	0	0	0	1	3	4	2	3	0	0	13
SERVICE/MAINTENANCE	0	0	2	4	1	10	9	14	15	12	4	3	74
PROTECTIVE SERVICES	0	0	0	0	1	3	5	10	2	0	0	0	21
TOTALS	0	0	18	62	79	106	132	161	160	134	62	22	936
	0.0%	0.0%	2.0%	6.9%	8.7%	11.7%	14.6%	17.8%	17.7%	14.8%	6.9%	2.4%	100%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2014-2015

Executive Administrative	1
Faculty	6
Professional Non-Faculty	1
Clerical/Secretarial	1
Technical Paraprofessional	0
Skilled Craft	0
Service Maintenance	0

AVAILABILITY ANALYSIS

Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

- (1) To examine the job content of each office position and position classification within an occupational category
- (2) To identify a relevant labor market area
- (3) To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted

In calculating availability the following information and data sources were consulted and utilized:

- (1) Employment figures – 2000 Connecticut Occupational Statistics EEO Data.
- (2) Unemployment figures – March 2015, Connecticut Department of Labor Data for Affirmative Action Plans.
- (3) Digest of Educational Statistics – Fall 2011 (all faculty ranks) and 2011-12 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012
- (5) Race and sex composition of employees in promotable and/or transferable positions.

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

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

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 1 - Executive/Administrative
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	39.4	5	2.0	60.6	5	3.0	32.4	5	1.6	46.8	5	2.3	3.8	5	0.2	8.2	5	0.4	2.1	5	0.1	3.9	5	0.2	1.1	5	0.1	1.7	5	0.1
2. Unemployment in Applicable LMA	57.8	5	2.9	42.2	5	2.1	43.1	5	2.2	28.3	5	1.4	4.7	5	0.2	6	5	0.3	4.7	5	0.2	4.4	5	0.2	5.3	5	0.3	3.5	5	0.2
3. Promotable/Transferable Percentage	64.7	10	6.5	35.3	10	3.5	50.2	10	5.0	28.1	10	2.8	4.3	10	0.4	2.1	10	0.2	4.7	10	0.5	2.1	10	0.2	5.5	10	0.6	3	10	0.3
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	45.8	80	36.6	54.2	80	43.4	37.9	80	30.3	42.6	80	34.1	3.7	80	3.0	6.0	80	4.8	2.2	80	1.8	3.3	80	2.6	1.9	80	1.5	2.3	80	1.8
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			48.0			52.0			39.1			40.6			3.8			5.7			2.6			3.2			2.5			2.4

Employment Data - Census 2000, EEO Data Tool, US Total, Education Administrators (119030)

Educ Admin	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Title	0	0	0	0	0	0	0	0	0	0	0
Total	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Percentage	100.0%	39.4%	60.6%	32.4%	46.8%	3.8%	8.2%	2.1%	3.9%	1.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC CODE 11.00	3162	1828	1334	1363	895	148	190	150	138	167	111
Title	0	0	0	0	0	0	0	0	0	0	0
Total	3162	1828	1334	1363	895	148	190	150	138	167	111
Percentage	100.0%	57.8%	42.2%	43.1%	28.3%	4.7%	6.0%	4.7%	4.4%	5.3%	3.5%

Promotable/Transferable Pool - 07/31/2015

Prof Non-Fac V & VI	44	31	13	28	11	2	0	1	2	0	0
Professor	191	121	70	90	55	8	5	10	3	13	7
Total	235	152	83	118	66	10	5	11	5	13	7
Percentage	100.0%	64.7%	35.3%	50.2%	28.1%	4.3%	2.1%	4.7%	2.1%	5.5%	3.0%

US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Executive

Executive	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Title	0	0	0	0	0	0	0	0	0	0	0
Total	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Percentage	100.0%	45.8%	54.2%	37.9%	42.6%	3.7%	6.0%	2.2%	3.3%	1.9%	2.3%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	5% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. The value weight has been lowered because of the outdated census data.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 11.00 Management Occupations	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. A small percentage of positions may be filled through the unemployed.	5% value weight. Unemployment figures account for a small percentage of hires into this category
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.
OTHER SOURCE	US Dept. of Ed IPEDS Data July 2011-Table 287: Executive	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	0	0.0	48.3	0	0.0	41.1	0	0.0	39.0	0	0.0	2.7	0	0.0	2.5	0	0.0	2.4	0	0.0	2.5	0	0.0	5.4	0	0.0	4.2	0	0.0
2. Unemployment in Applicable LMA	31.5	0	0.0	68.5	0	0.0	13.3	0	0.0	24.5	0	0.0	11.2	0	0.0	21.0	0	0.0	4.2	0	0.0	18.2	0	0.0	2.8	0	0.0	4.9	0	0.0
3.Promotable/Transferable Percentage	58.8	95	55.9	41.2	95	39.1	44.1	95	41.9	35.3	95	33.5	2.2	95	2.1	1.5	95	1.4	2.2	95	2.1	1.5	95	1.4	10.3	95	9.8	2.9	95	2.8
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	70.8	5	3.5	29.2	5	1.5	59.8	5	3.0	25.0	5	1.3	2.2	5	0.1	1.4	5	0.1	2.0	5	0.1	0.9	5	0.0	6.7	5	0.3	1.9	5	0.1
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			59.4			40.6			44.9			34.8			2.2			1.5			2.2			1.4			10.1			2.9

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, March 2015

Soc 25.10	143	45	98	19	35	16	30	6	26	4	7
Title	0	0	0	0	0	0	0	0	0	0	0
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Associate Professor	136	80	56	60	48	3	2	3	2	14	4
Title	0	0	0	0	0	0	0	0	0	0	0
Total	136	80	56	60	48	3	2	3	2	14	4
Percentage	100.0%	58.8%	41.2%	44.1%	35.3%	2.2%	1.5%	2.2%	1.5%	10.3%	2.9%

Digest of Ed. Statistics, Table 264, Fall 2011: Professor

Professors	177266	125463	51803	106039	44295	3984	2533	3499	1681	11941	3294
Total	177266	125463	51803	106039	44295	3984	2533	3499	1681	11941	3294
Percentage	100.0%	70.8%	29.2%	59.8%	25.0%	2.2%	1.4%	2.0%	0.9%	6.7%	1.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is Nationwide for this job category. However, a small percentage if any may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	0% value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; given the fact that hiring at the level of professor requires permanent attainment of a associate professor position prior to appointment, the unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed at a lower faculty level. The unemployed is not a viable recruitment source.
Promotable/ Transferable	2014 CCSU Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 264, Fall 2011: Professor	The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Associate Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	31.5	0	0.0	68.5	0	0.0	13.3	0	0.0	24.5	0	0.0	11.2	0	0.0	21	0	0.0	4.2	0	0.0	18.2	0	0.0	2.8	0	0.0	4.9	0	0.0
3.Promotable/Transferable Percentage	53.3	70	37.3	46.7	70	32.7	37	70	25.9	29.3	70	20.5	4.3	70	3.0	6.5	70	4.6	1.1	70	0.8	5.4	70	3.8	10.9	70	7.6	5.4	70	3.8
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	57.6	25	14.4	42.4	25	10.6	45.9	25	11.5	34.1	25	8.5	2.9	25	0.7	2.9	25	0.7	2.3	25	0.6	1.8	25	0.5	6.4	25	1.6	3.6	25	0.9
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			54.3			45.7			39.5			31.0			3.8			5.4			1.5			4.4			9.5			4.9

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post-secondary Teacher (SOC 25-1000)

251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers March 2015

SOC 25.10	143	45	98	19	35	16	30	6	26	4	7
Title	0	0	0	0	0	0	0	0	0	0	0
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Assistant Professor	92	49	43	34	27	4	6	1	5	10	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	92	49	43	34	27	4	6	1	5	10	5
Percentage	100.0%	53.3%	46.7%	37.0%	29.3%	4.3%	6.5%	1.1%	5.4%	10.9%	5.4%

Digest of Ed. Statistics, Table 264, Fall 2011: Associate Professor

Associate Professor	149215	85875	63340	68447	50924	4373	4322	3437	2706	9618	5388
Title	0	0	0	0	0	0	0	0	0	0	0
Total	149215	85875	63340	68447	50924	4373	4322	3437	2706	9618	5388
Percentage	100.0%	57.6%	42.4%	45.9%	34.1%	2.9%	2.9%	2.3%	1.8%	6.4%	3.6%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as associate professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; normally the hiring at the level of associate professor requires permanent attainment of an associate professor position prior to CCSU appointment. The unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed. The unemployed are not a viable recruitment pool.
Promotable/Transferable	2014 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank	Precise figures for computing racial and sexual composition of persons in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	70% value weight. Value weight is higher for promotions due to the promotional and tenure process in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 264, Fall 2011: Associate Professor	The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Assistant Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	31.5	5	1.6	68.5	5	3.4	13.3	5	0.7	24.5	5	1.2	11.2	5	0.6	21	5	1.1	4.2	5	0.2	18.2	5	0.9	2.8	5	0.1	4.9	5	0.2
3.Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	49.7	30	14.9	50.3	30	15.1	37.3	30	11.2	37.9	30	11.4	2.8	30	0.8	4.2	30	1.3	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	5.9	30	1.8
8. Other Source (Specify)	47.0	60	28.2	53.0	60	31.8	35.9	60	21.5	37.5	60	22.5	2.8	60	1.7	5.1	60	3.1	2.8	60	1.7	3.4	60	2.0	5.5	60	3.3	7.1	60	4.3
FINAL AVAILABILITY BASE PERCENTAGE			47.3			52.7			35.5			37.1			3.2			5.6			2.7			3.7			5.9			6.5

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, Post Secondary Teachers SOC 25.10 March 2015

SOC 25.10	143	45	98	19	35	16	30	6	26	4	7
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

Digest of Ed. Statistics, Table 264, Fall 2011: Assistant Professor

Assistant Professors	156959	77958	79001	58531	59483	4458	6536	3692	3736	11277	9246
Total	156959	77958	79001	58531	59483	4458	6536	3692	3736	11277	9246
Percentage	100.0%	49.7%	50.3%	37.3%	37.9%	2.8%	4.2%	2.4%	2.4%	7.2%	5.9%

Digest of Ed. Statistics, Table 324.20 Doctoral Degrees

National Data	149031	69977	79054	53444	55826	4108	7632	4215	5000	8210	10596
Total	149031	69977	79054	53444	55826	4108	7632	4215	5000	8210	10596
Percentage	100.0%	47.0%	53.0%	35.9%	37.5%	2.8%	5.1%	2.8%	3.4%	5.5%	7.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. However, a small percentage of positions are filled through the unemployed who possess terminal degrees.	5% value weight. Unemployment figures account for a small % of hires into this category. Most hires are recruited primarily through national searches. This is a decrease from 2013.
Promotable/Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	N/A	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2011	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred. 2011-12 data	The hiring area is nationwide for this job category. Most positions are filled by candidates who currently possess their terminal degrees; most often a Ph.D. in a related field.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Coaching**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National(NCAA)**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	69.1	5	3.5	30.9	5	1.5	58.3	5	2.9	29.9	5	1.5	5.3	5	0.3	0.2	5	0.0	3.1	5	0.2	0.4	5	0.0	2.5	5	0.1	0.4	5	0.0
2. Unemployment in Applicable LMA	62.5	5	3.1	37.5	5	1.9	43.1	5	2.2	16.3	5	0.8	6.9	5	0.3	10	5	0.5	6.3	5	0.3	4.4	5	0.2	6.3	5	0.3	6.9	5	0.3
3.Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	75.1	90	67.6	24.9	90	22.4	55.9	90	50.3	18.4	90	16.6	15.6	90	14.0	5.3	90	4.8	1.5	90	1.4	0.4	90	0.4	2.0	90	1.8	0.8	90	0.7
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			74.2			25.8			55.4			18.9			14.6			5.3			1.9			0.6			2.2			1.0

Employment Data - Connecticut Occupational Statistics, 2000 Athletes, Coaches, Umps & Related Workers 272020; Ent. & Perf Sports & Rel. Workers (272099)

272020	3183	2235	948	1915	920	155	4	85	14	80	10
272099	232	124	108	75	100	25	4	20	0	4	4
Total	3415	2359	1056	1990	1020	180	8	105	14	84	14
Percentage	100.0%	69.1%	30.9%	58.3%	29.9%	5.3%	0.2%	3.1%	0.4%	2.5%	0.4%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC (27.20)	160	100	60	69	26	11	16	10	7	10	11
Title	0	0	0	0	0	0	0	0	0	0	0
Total	160	100	60	69	26	11	16	10	7	10	11
Percentage	100.0%	62.5%	37.5%	43.1%	16.3%	6.9%	10.0%	6.3%	4.4%	6.3%	6.9%

Promotable/Transferable Pool - 02/28/2014

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

NCAA Data -All head coaches and assistant coaches in related sports 2013-2014 data

Coaching	18657	14019	4638	10436	3430	2919	984	289	74	375	150
Title	0	0	0								
Total	18657	14019	4638	10436	3430	2919	984	289	74	375	150
Percentage	100.0%	75.1%	24.9%	55.9%	18.4%	15.6%	5.3%	1.5%	0.4%	2.0%	0.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Athletes, Coaches, Umps & Related Workers (272020); Ent. & Perf Sports & Rel. Workers (272099).	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.	5% value weight as Division 1 coaching related positions at CCSU require relevant/current experience. A lower value weight is give as most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 27.20 Entertainers & Performers, Sports & Related Workers.	University hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, however a small percentage of positions are filled through the unemployed.	5% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	N/A	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	0%
NCAA - Division 1 - Coaching	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports)	Recruitment for Division 1 positions comes from those with experience in Division 1 sports and sports related fields.	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 3 - Professional Non-Faculty
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	41.8	30	12.5	58.2	30	17.5	37.2	30	11.2	50.9	30	15.3	2.7	30	0.8	4.0	30	1.2	1.2	30	0.4	2.0	30	0.6	0.8	30	0.2	1.3	30	0.4
2. Unemployment in Applicable LMA	22.4	10	2.2	77.6	10	7.8	8.6	10	0.9	28.4	10	2.8	8.1	10	0.8	22.1	10	2.2	3.4	10	0.3	18.2	10	1.8	2.3	10	0.2	8.9	10	0.9
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng. Figures																														
7. Other Source (Specify)	47.1	60	28.3	52.9	60	31.7	37.8	60	22.7	40.8	60	24.5	3.2	60	1.9	5.3	60	3.2	2.4	60	1.4	3.0	60	1.8	3.8	60	2.3	3.8	60	2.3
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			43.0			57.0			34.8			42.6			3.5			6.6			2.1			4.2			2.7			3.6

Employment Data - 2000 COS, Vol. 2--Statewide Connecticut, Pgs. 2-3, line: Education Administrators (119030)

Educ Admin SOC. 119030	9937	4158	5779	3695	5060	265	395	120	195	78	129
Title	0	0	0	0	0	0	0	0	0	0	0
Total	9937	4158	5779	3695	5060	265	395	120	195	78	129
Percentage	100.0%	41.8%	58.2%	37.2%	50.9%	2.7%	4.0%	1.2%	2.0%	0.8%	1.3%

Unemployment Data - Characteristics of Job Seekers, March 2015 Other Education, Training & Library Occs

SOC 25.90	384	86	298	33	109	31	85	13	70	9	34
Title	0	0	0	0	0	0	0	0	0	0	0
Total	384	86	298	33	109	31	85	13	70	9	34
Percentage	100.0%	22.4%	77.6%	8.6%	28.4%	8.1%	22.1%	3.4%	18.2%	2.3%	8.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Professional Staff (Non-Faculty)

Professional Non-Faculty	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Total	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Percentage	100.0%	47.1%	52.9%	37.8%	40.8%	3.2%	5.3%	2.4%	3.0%	3.8%	3.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is statewide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	30% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed. Slight decrease in 2014 to reflect that most positions are filled by those currently employed in college/university settings.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.90: Other Education, Training and Library Occupations.	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, as some vacancies are filled by the unemployed with relevant skills/experience.	10% value weight. Unemployment figures account for a smaller percentage of hires into this category. Reduced in 2014 to 10% as the majority of positions are filled by those currently employed, and most likely those employed in the college/university setting.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Due to the level of skills, degree requirements and previous experience in related positions or field; opportunities for promotions do not exist.	Since nearly 100% of these positions are filled through hires, no promotional group has been identified.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.
OTHER SOURCE - IPEDS 2012	US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Professional Staff (Non-Faculty)	The hiring area is statewide/nationwide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited nationwide from other universities and from similar positions/functions.	60% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current experience. Most hires occur from those currently employed and most often with university/college experience. Increased in 2014 based on most positions requiring experience in a college setting.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
All Titles except Sec 2 and Admin Asst**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	24.9	60	14.9	75.1	60	45.1	17.9	60	10.7	52.7	60	31.6	3.8	60	2.3	12.5	60	7.5	2.1	60	1.3	7.2	60	4.3	1.1	60	0.7	2.6	60	1.6
2. Unemployment in Applicable LMA	19.9	40	8.0	80.1	40	32.0	8.8	40	3.5	32	40	12.8	5.1	40	2.0	25.9	40	10.4	1.8	40	0.7	14.6	40	5.8	4.1	40	1.6	7.6	40	3.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			22.9			77.1			14.2			44.4			4.3			17.9			2.0			10.1			2.3			4.6

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County LMA: Other Office and Admin, Support Workers (439000)

SOC 439000	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Title	0	0	0	0	0	0	0	0	0	0	0
Total	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Percentage	100.0%	24.9%	75.1%	17.9%	52.7%	3.8%	12.5%	2.1%	7.2%	1.1%	2.6%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC 43.90	487	97	390	43	156	25	126	9	71	20	37
Title	0	0	0	0	0	0	0	0	0	0	0
Total	487	97	390	43	156	25	126	9	71	20	37
Percentage	100.0%	19.9%	80.1%	8.8%	32.0%	5.1%	25.9%	1.8%	14.6%	4.1%	7.6%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (439000)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	60% value weight as clerical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified in 2014 from 75% to 60% to reflect recruitment from the unemployed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Htfd County LMA figures line SOC 43.90 Other Office and Admin, Support Workers.	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a slightly smaller percentage of positions are filled through the unemployed.	40% value weight. Unemployment figures account for a slightly smaller % of hires into this category. Modified in 2014 from 25% to 40% to reflect recruitment market for these positions given the current economic climate.
Promotable/Transferable	There are no promotable positions into this category	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
Administrative Assistant**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	3.5	75	2.6	96.5	75	72.4	2.7	75	2.0	79.1	75	59.3	0.4	75	0.3	10.3	75	7.7	0.3	75	0.2	5.4	75	4.1	0.1	75	0.1	1.7	75	1.3
2. Unemployment in Applicable LMA	3	5	0.2	97	5	4.9	1.1	5	0.1	51.7	5	2.6	1.1	5	0.1	20.3	5	1.0	0.7	5	0.0	16.2	5	0.8	0	5	0.0	8.9	5	0.4
3. Promotable/Transferable Percentage	2.4	20	0.5	97.6	20	19.5	2.4	20	0.5	73.2	20	14.6	0	20	0.0	12.2	20	2.4	0	20	0.0	9.8	20	2.0	0	20	0.0	2.4	20	0.5
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			3.3			96.8			2.6			76.5			0.4			11.1			0.2			6.9			0.1			2.2

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41 Hartford County Line: Secretaries and Administrative Assistants (436010)

SOC 436010	13190	460	12730	360	10430	50	1360	35	715	15	225
Title	0	0	0	0	0	0	0	0	0	0	0
Total	13190	460	12730	360	10430	50	1360	35	715	15	225
Percentage	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC 43.60	271	8	263	3	140	3	55	2	44	0	24
Title	0	0	0	0	0	0	0	0	0	0	0
Total	271	8	263	3	140	3	55	2	44	0	24
Percentage	100.0%	3.0%	97.0%	1.1%	51.7%	1.1%	20.3%	0.7%	16.2%	0	8.9%

Promotable/Transferable Pool - 07/31/2015

Secretary 2	41	1	40	1	30	0	5	0	4	0	1
Title	0	0	0	0	0	0	0	0	0	0	0
Total	41	1	40	1	30	0	5	0	4	0	1
Percentage	100.0%	2.4%	97.6%	2.4%	73.2%	0	12.2%	0	9.8%	0	2.4%

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (436010)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Administrative Assistants, due to state examination requirements, are often hired from other state agencies who are already employed as administrative assistants or on the state certification list - but presently employed at a lower clerical rank.	75% value weight as administrative assistants require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford County LMA figures line SOC 43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used; however, a small percentage of positions are filled through the unemployed.	5% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 2	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	20% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 2.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
Secretary 2**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	3.5	80	2.8	96.5	80	77.2	2.7	80	2.2	79.1	80	63.3	0.4	80	0.3	10.3	80	8.2	0.3	80	0.2	5.4	80	4.3	0.1	80	0.1	1.7	80	1.4
2. Unemployment in Applicable LMA	3	10	0.3	97	10	9.7	1.1	10	0.1	51.7	10	5.2	1.1	10	0.1	20.3	10	2.0	0.7	10	0.1	16.2	10	1.6	0	10	0.0	8.9	10	0.9
3. Promotable/Transferable Percentage	11.1	10	1.1	88.9	10	8.9	0	10	0.0	44.4	10	4.4	11.1	10	1.1	11.1	10	1.1	0	10	0.0	33.3	10	3.3	0	10	0.0	0	10	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			4.2			95.8			2.3			72.9			1.5			11.3			0.3			9.2			0.1			2.3

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County Line: Secretaries and Administrative Assistants (436010)

SOC 436010	13190	460	12730	360	10430	50	1360	35	715	15	225
Title	0	0	0	0	0	0	0	0	0	0	0
Total	13190	460	12730	360	10430	50	1360	35	715	15	225
Percentage	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line: SOC 43.60 March 2015

SOC 43.60	271	8	263	3	140	3	55	2	44	0	24
Title	0	0	0	0	0	0	0	0	0	0	0
Total	271	8	263	3	140	3	55	2	44	0	24
Percentage	100.0%	3.0%	97.0%	1.1%	51.7%	1.1%	20.3%	0.7%	16.2%	0	8.9%

Promotable/Transferable Pool - 07/31/2015

Secretary 1	5	1	4	0	2	1	0	0	2	0	0
Processing Technician	4	0	4	0	2	0	1	0	1	0	0
Total	9	1	8	0	4	1	1	0	3	0	0
Percentage	100.0%	11.1%	88.9%	0	44.4%	11.1%	11.1%	0	33.3%	0	0

OTHER SOURCE											
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (436010)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions, due to state examination requirements, are often hired from other state agencies who are already employed as secretary 2 or on the state certification list - but presently employed at a lower clerical rank.	80% value weight as secretary 2's require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	10% value weight. Unemployment figures account for a smaller % of hires into this category
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1 & Processing Technicians	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Secretary 1 & Processing Technicians.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 5 - Technical/Paraprofessional
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	25.1	80	20.1	74.9	80	59.9	18.0	80	14.4	52.8	80	42.2	3.9	80	3.1	12.3	80	9.8	2.2	80	1.8	7.1	80	5.7	1.1	80	0.9	2.6	80	2.1
2. Unemployment in Applicable LMA	39.2	20	7.8	60.8	20	12.2	19.8	20	4.0	31.7	20	6.3	8.3	20	1.7	12.2	20	2.4	2.9	20	0.6	11.9	20	2.4	8.3	20	1.7	5.0	20	1.0
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			27.9			72.1			18.4			48.5			4.8			12.2			2.4			8.1			2.6			3.1

Employment Data - 2000 COS, Vol. 2, Pgs. 32-33 & 40-41, Hartford County Line: Library Technicians (254031) & Other Office and Admin. Support Workers (439000)

SOC 254031	180	80	100	45	100	25	0	10	0
SOC 43900	15691	3908	11783	2804	8275	595	1960	336	1134
Total	15871	3988	11883	2849	8375	620	1960	346	1134
Percentage	100.0%	25.1%	74.9%	18.0%	52.8%	3.9%	12.3%	2.2%	7.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line, March 2015

SOC 13.20	191	87	104	49	69	10	17	7	12
SOC 25.90	87	22	65	6	19	13	17	1	21
Total	278	109	169	55	88	23	34	8	33
Percentage	100.0%	39.2%	60.8%	19.8%	31.7%	8.3%	12.2%	2.9%	11.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Library Technicians (254031) and Other Office and Admin Support Workers (439000)	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.	80% value weight as paraprofessional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford County, figures line SOC 13.20 Financial Specialists and SOC 25.90 Other Education, Training, & Library Occupations.	Department hiring area is Hartford County for this job category as positions at this level are often recruited locally. Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	20% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	There is no promotable/transferable pool identified	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 6 - Skilled Crafts
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	97.6	75	73.2	2.4	75	1.8	78.6	75	59.0	1.8	75	1.4	7.5	75	5.6	0.2	75	0.2	8.9	75	6.7	0.3	75	0.2	2.7	75	2.0	0.1	75	0.1
2. Unemployment in Applicable LMA	98.0	20	19.6	2.0	20	0.4	61.3	20	12.3	1.0	20	0.2	12.5	20	2.5	0.5	20	0.1	16.0	20	3.2	0.5	20	0.1	8.1	20	1.6	0.1	20	0.0
3.Promotable/Transferable Percentage	100.0	5	5.0	0.0	5	0.0	60.0	5	3.0	0.0	5	0.0	20.0	5	1.0	0.0	5	0.0	20.0	5	1.0	0.0	5	0.0	0.0	5	0.0	0.0	5	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			97.8			2.2			74.3			1.6			9.1			0.3			10.9			0.3			3.6			0.1

Employment Data - 2000 COS, Vol. 2, Pgs. 41-42, Hartford County Line: Construction Trades Workers

SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
	0	0	0	0	0	0	0	0	0	0	0
Total	14415	14076	339	11330	257	1074	25	1281	39	391	18
Percentage	100.0%	97.6%	2.4%	78.6%	1.8%	7.5%	0.2%	8.9%	0.3%	2.7%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line March 2015

SOC 47.20	1538	1507	31	943	15	193	7	246	8	125	1
SOC	0	0	0	0	0	0	0	0	0	0	0
Total	1538	1507	31	943	15	193	7	246	8	125	1
Percentage	100.0%	98.0%	2.0%	61.3%	1.0%	12.5%	0.5%	16.0%	0.5%	8.1%	0.1%

Promotable/Transferable Pool - 07/31/2015

General Trades Workers	5	5	0	3	0	1	0	1	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	0	3	0	1	0	1	0	0	0
Percentage	100.0%	100.0%	0	60.0%	0	20.0%	0	20.0%	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Construction Trades Workers (472000)	The hiring area is Hartford County for this job category. Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	75% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015 Hartford LMA figures line SOC 47.20 Construction Trades Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	20% value weight as skilled craft positions at CCSU often required relevant experience and specific skills. However, most are filled by those presently employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: General trades workers	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	5% value weight. Most positions in this category are filled though hires. However, an occasional promotion can occur from general trades workers.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 7 - Service Maintenance
All Titles except Custodians**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	96.5	60	57.9	3.5	60	2.1	77.3	60	46.4	2.6	60	1.6	7.6	60	4.6	0.3	60	0.2	8.9	60	5.3	0.5	60	0.3	2.6	60	1.6	0.1	60	0.1
2. Unemployment in Applicable LMA	97.5	20	19.5	2.5	20	0.5	60.6	20	12.1	1.4	20	0.3	12.7	20	2.5	0.5	20	0.1	16.1	20	3.2	0.5	20	0.1	8.1	20	1.6	0.1	20	0.0
3.Promotable/Transferable Percentage	62.5	20	12.5	37.5	20	7.5	40.6	20	8.1	25.0	20	5.0	6.3	20	1.3	0.0	20	0.0	15.6	20	3.1	12.5	20	2.5	0.0	20	0.0	0.0	20	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			89.9			10.1			66.6			6.9			8.4			0.3			11.6			2.9			3.2			0.1

Employment Data - 2000 COS, Vol. 2, Pgs. 36-37, Hartford County Line: Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)

SOC 371000	883	683	200	500	135	94	25	85	40	4	0
SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
Total	15298	14759	539	11830	392	1168	50	1366	79	395	18
Percentage	100.0%	96.5%	3.5%	77.3%	2.6%	7.6%	0.3%	8.9%	0.5%	2.6%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 37.10 (HTFD)	41	33	8	14	7	7	1	9	0	3	0
SOC 47.20 (HTFD)	1538	1507	31	943	15	193	7	246	8	125	1
Total	1579	1540	39	957	22	200	8	255	8	128	1
Percentage	100.0%	97.5%	2.5%	60.6%	1.4%	12.7%	0.5%	16.1%	0.5%	8.1%	0.1%

Promotable/Transferable Pool - 07/31/2015

Custodians	32	20	12	13	8	2	0	5	4	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	32	20	12	13	8	2	0	5	4	0	0
Percentage	100.0%	62.5%	37.5%	40.6%	25.0%	6.3%	0	15.6%	12.5%	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	60% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 37.10 Supervisors of Bldg./Grounds Cleaning & SOC 47.20 Maintenance Workers & Construction Trades Workers	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	20% value weight as these positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification:Custodian	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of custodian	20% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of custodian
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 7 - Service Maintenance
Custodian**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	78.5	75	58.9	21.5	75	16.1	46.1	75	34.6	10.5	75	7.9	11.7	75	8.8	3.5	75	2.6	17.7	75	13.3	6.7	75	5.0	3.0	75	2.3	0.7	75	0.5
2. Unemployment in Applicable LMA	50.0	25	12.5	50.0	25	12.5	12.9	25	3.2	9.3	25	2.3	15.7	25	3.9	9.7	25	2.4	17.7	25	4.4	27.8	25	7.0	3.6	25	0.9	3.2	25	0.8
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			71.4			28.6			37.8			10.2			12.7			5.0			17.7			12.0			3.2			1.3

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 38-39, Hartford County Line: Janitors and Building Cleaners (37201x)

SOC 37201X	6088	4778	1310	2805	640	715	215	1075	410	183	45
Title	0	0	0	0	0	0	0	0	0	0	0
Total	6088	4778	1310	2805	640	715	215	1075	410	183	45
Percentage	100.0%	78.5%	21.5%	46.1%	10.5%	11.7%	3.5%	17.7%	6.7%	3.0%	0.7%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 37.20	248	124	124	32	23	39	24	44	69	9	8
Title	0	0	0	0	0	0	0	0	0	0	0
Total	248	124	124	32	23	39	24	44	69	9	8
Percentage	100.0%	50.0%	50.0%	12.9%	9.3%	15.7%	9.7%	17.7%	27.8%	3.6%	3.2%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Janitors and Building Cleaners (37201x)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	75% value weight as custodian positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 37.20 Building Cleaning and Pest Control Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	25% value weight as custodian positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Protective Service
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	87.3	80	69.8	12.7	80	10.2	72.6	80	58.1	8.8	80	7.0	8.4	80	6.7	1.3	80	1.0	5.1	80	4.1	2.1	80	1.7	1.1	80	0.9	0.5	80	0.4
2. Unemployment in Applicable LMA	69.9	20	14.0	30.1	20	6.0	30.1	20	6.0	6.0	20	1.2	19.3	20	3.9	16.3	20	3.3	15.1	20	3.0	4.8	20	1.0	5.4	20	1.1	3.0	20	0.6
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			83.8			16.2			64.1			8.2			10.6			4.3			7.1			2.7			2.0			1.0

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 36-37, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)

331000	1091	964	127	765	115	150	4	35	4	14	4
333050	1609	1399	210	1195	115	85	30	105	55	14	10
333021	136	112	24	100	20	4	4	4	0	4	0
Total	2836	2475	361	2060	250	239	38	144	59	32	14
Percentage	100.0%	87.3%	12.7%	72.6%	8.8%	8.4%	1.3%	5.1%	2.1%	1.1%	0.5%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 33.00	166	116	50	50	10	32	27	25	8	9	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	166	116	50	50	10	32	27	25	8	9	5
Percentage	100.0%	69.9%	30.1%	30.1%	6.0%	19.3%	16.3%	15.1%	4.8%	5.4%	3.0%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	80% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 33.00 Protective Service Occupations.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	20% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Hartford County

Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
115	7.7	54	3.6	85	5.7	39	2.8	29	2.0	Computer Operators (439011)
495	19.4	49	1.9	205	8.0	15	0.6	70	2.7	Data Entry Keyers (439021)
35	7.2	0	0.0	110	22.7	0	0.0	14	2.9	Word Processors & Typists (439022)
0	0.0	0	0.0	4	20.0	0	0.0	0	0.0	Desktop Publishers (439031)
300	13.4	8	0.4	50	2.2	0	0.0	45	2.0	Insurance Claims & Policy Proc. Clerks (439041)
85	9.0	75	7.9	150	15.9	35	3.7	44	4.7	Mail Clerks & Mail Mach Oper., Exo. USPS (439051)
610	10.7	95	1.7	365	6.4	50	0.9	175	3.1	Office Clerks, General (439061)
70	22.6	0	0.0	65	21.0	15	4.8	15	4.8	Office Machine Operators, Exo. Computer (439071)
10	8.7	0	0.0	0	0.0	15	13.0	4	3.5	Proofreaders & Copy Markers (439081)
15	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Statistical Assistants (439111)
225	13.1	55	3.2	100	5.8	4	0.2	18	1.0	Office & Admin. Support Workers, All Other (439199)
0	0.0	213	26.5	93	11.6	10	1.2	10	1.2	FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	Super., Farming, Fishing, & Forestry Wkrs (451000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	First-Line Sup./Mgrs. of Farming, Etc. (451010)
0	0.0	185	27.2	79	11.6	10	1.5	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	0	0.0	4	40.0	10	100.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	185	28.0	75	11.4	0	0.0	0	0.0	Misc. Agric. Wkrs, Incl. Animal Breeders (4520XX)
0	0.0	4	26.7	0	0.0	0	0.0	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Logging Workers (454020)
25	0.1	1,494	8.5	54	0.3	429	2.4	28	0.2	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	First-Line Sup./Mgrs. of Constr & Extr. Wkrs (471011)
25	0.2	1,281	8.9	39	0.3	391	2.7	18	0.1	Construction Trades Workers (472000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Boilermakers (472011)
0	0.0	30	5.8	0	0.0	8	1.6	0	0.0	Brickmasons, Blockmasons, & Stonemasons (472020)
0	0.0	255	7.4	0	0.0	99	2.9	10	0.3	Carpenters (472031)
0	0.0	50	11.4	0	0.0	0	0.0	0	0.0	Carpet, Floor, & Tile Installers & Finishers (472040)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Cement Masons, Concrete Finishers, Etc. (472050)
15	0.6	380	14.2	15	0.6	80	3.0	0	0.0	Construction Laborers (472061)
0	0.0	15	14.3	0	0.0	4	3.8	0	0.0	Paving, Surfacing, & Tamping Equip. Oper. (472071)
0	0.0	4	0.6	4	0.8	0	0.0	0	0.0	Miscellaneous Construction Equip. Oper. (47207X)
0	0.0	10	2.3	0	0.0	4	0.9	0	0.0	Drywall Install., Cell. Tile Install., & Tapers (472080)
0	0.0	85	5.2	0	0.0	25	1.5	0	0.0	Electricians (472111)
0	0.0	0	0.0	0	0.0	10	7.1	0	0.0	Glaziers (472121)
0	0.0	0	0.0	10	13.3	0	0.0	0	0.0	Insulation Workers (472130)
10	0.7	250	16.6	10	0.7	68	4.5	4	0.3	Painters, Construction & Maintenance (472141)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Paperhangers (472142)
0	0.0	40	3.3	0	0.0	45	3.7	0	0.0	Pipelayers, Plumbers, Pipefitters, Etc. (472150)
0	0.0	8	16.0	0	0.0	4	8.0	0	0.0	Plasterers & Stucco Masons (472161)
0	0.0	120	18.3	0	0.0	30	4.6	0	0.0	Roofers (472181)
0	0.0	15	2.8	0	0.0	10	1.9	0	0.0	Sheet Metal Workers (472211)
0	0.0	19	7.3	0	0.0	0	0.0	4	1.5	Iron & Steel Workers (472XXX)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473000)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473010)
0	0.0	103	12.3	15	1.8	10	1.2	0	0.0	Other Construction & Related Workers (474000)
0	0.0	4	1.6	0	0.0	10	4.1	0	0.0	Construction & Building Inspectors (474011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Elevator Installers & Repairers (474021)
0	0.0	45	45.0	15	15.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	30	40.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Computer Operators (439011)	1,485	808	54.4	674	45.4	550	37.0	445	30.0	165	11.1
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.6	1,185	48.4	80	3.1
Word Processors & Typists (439022)	485	25	5.2	464	95.7	15	3.1	305	62.9	10	2.1
Desktop Publishers (439031)	20	15	75.0	4	20.0	15	75.0	0	0.0	0	0.0
Insurance Claims & Policy Proc. Clerks (439041)	2,240	518	23.1	1,720	76.8	475	21.2	1,325	59.2	35	1.6
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	948	420	44.4	634	56.5	235	24.9	255	27.0	76	7.9
Office Clerks, General (439061)	5,695	880	15.5	4,820	84.6	625	11.0	3,870	64.4	110	1.9
Office Machine Operators, Exc. Computer (439071)	310	125	40.3	185	59.7	60	19.4	35	11.3	50	16.1
Proofreaders & Copy Markers (439081)	116	19	16.6	99	86.1	4	3.6	85	73.9	0	0.0
Statistical Assistants (439111)	120	55	45.8	65	54.2	25	20.8	60	41.7	30	25.0
Office & Adm'n. Support Workers, All Other (439199)	1,720	449	26.1	1,263	73.4	350	20.3	920	53.5	40	2.3
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	805	498	61.9	308	38.3	260	32.3	205	25.5	15	1.9
Super., Farming, Fishing, & Forestry Wrks (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
First-Line Sup./Mgns. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
Agricultural Workers (452000)	680	405	59.6	284	41.8	195	28.7	205	30.1	15	2.2
Agricultural Inspectors (452011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Graders & Sorters, Agricultural Products (452041)	10	10	100.0	4	40.0	0	0.0	0	0.0	0	0.0
Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)	660	385	58.3	280	42.4	185	28.0	205	31.1	15	2.3
Fishing & Hunting Workers (453000)	15	14	93.3	0	0.0	10	66.7	0	0.0	0	0.0
Forest, Conservallon, & Logging Workers (454000)	40	40	100.0	0	0.0	40	100.0	0	0.0	0	0.0
Forest & Conservation Workers (454011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Logging Workers (454020)	30	30	100.0	0	0.0	30	100.0	0	0.0	0	0.0
CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)	17,529	17,085	97.5	424	2.4	13,904	79.3	317	1.8	1,258	7.2
Super., Construction & Extraction Workers (471000)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
First-Line Sup./Mgns. of Constr & Extr. Wrks (471011)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
Construction Trades Workers (472000)	14,425	14,076	97.6	339	2.4	11,330	78.5	257	1.8	1,074	7.4
Boilermakers (472011)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Brickmasons, Blockmasons, & Stonemasons (472020)	515	502	97.5	15	2.9	405	78.6	15	2.9	69	11.5
Carpenters (472031)	3,445	3,394	98.5	45	1.3	2,885	83.7	35	1.0	165	4.5
Carpet, Floor, & Tile Installers & Finishers (472040)	440	435	98.9	4	0.9	325	73.9	4	0.9	60	13.6
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	40	88.9	0	0.0	0	0.0
Construction Laborers (472061)	2,670	2,590	97.0	80	3.0	1,890	70.8	50	1.9	240	9.0
Paving, Surfacing, & Tamping Equip. Oper. (472071)	105	99	94.3	0	0.0	80	76.2	0	0.0	0	0.0
Miscellaneous Construction Equip. Oper. (47207X)	635	629	99.1	14	2.2	625	82.7	10	1.6	100	15.7
Drywall Install., Cell. Tile Install., & Tapers (472080)	435	429	98.6	4	0.9	380	87.4	4	0.9	35	8.0
Electricians (472111)	1,625	1,605	98.8	15	0.9	1,385	85.2	16	0.9	110	6.8
Glaziers (472121)	140	135	96.4	0	0.0	125	89.3	0	0.0	0	0.0
Insulation Workers (472130)	75	65	86.7	10	13.3	65	86.7	0	0.0	0	0.0
Painters, Construction & Maintenance (472141)	1,505	1,403	93.2	104	6.9	975	64.8	80	5.3	110	7.3
Paperhangers (472142)	50	40	80.0	15	30.0	40	80.0	15	30.0	0	0.0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,220	1,205	98.8	15	1.2	1,040	85.2	15	1.2	80	6.6
Plasterers & Stucco Masons (472161)	50	47	94.0	0	0.0	35	70.0	0	0.0	0	0.0
Roofers (472181)	655	660	100.8	0	0.0	460	70.2	0	0.0	50	7.6
Sheet Metal Workers (472211)	540	535	99.1	4	0.7	475	88.0	4	0.7	35	6.5
Iron & Steel Workers (472XXX)	260	244	93.8	14	5.4	185	71.2	10	3.8	40	15.4
Helpers, Construction Trades (473000)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Helpers, Construction Trades (473010)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Other Construction & Related Workers (474000)	840	807	96.1	25	3.0	605	72.0	10	1.2	89	10.6
Construction & Building Inspectors (474011)	245	234	95.5	10	4.1	185	75.5	10	4.1	35	14.3
Elevator Installers & Repairers (474021)	45	45	100.0	0	0.0	45	100.0	0	0.0	0	0.0
Fence Erectors (474031)	100	85	85.0	15	15.0	40	40.0	0	0.0	0	0.0
Hazardous Materials Removal Workers (474041)	75	74	98.7	0	0.0	40	53.3	0	0.0	4	5.3

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Black Non-Hispanic		Hispanic In Any Race		All Other Non-Hispanic				Occupation		
Female	%	Male	%	Female	%	Male	%	Female	%	
30	1.5	25	1.2	30	1.5	0	0.0	30	1.5	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Sales Engineers (419031)
90	18.4	0	0.0	30	6.1	0	0.0	4	0.8	Telemarketers (419041)
30	4.8	45	7.3	25	4.0	14	2.3	15	2.4	Door-To-Door Sales Workers & Rel Wrks (419091)
40	6.2	4	0.6	10	1.5	10	1.5	0	0.0	Sales & Related Workers, All Other (419099)
7,114	9.7	1,816	2.6	4,092	6.6	814	1.1	1,620	2.2	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	Super., Office & Admin. Support Workers (431000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	First-Line Sup./Mgrr., Admin. Support Wrks (431011)
50	14.1	0	0.0	34	9.6	10	2.8	4	1.1	Communications Equipment Operators (432000)
15	8.1	0	0.0	14	7.6	0	0.0	4	2.2	Switchboard Operators, Incl. Ans. Service (432011)
35	21.9	0	0.0	20	12.6	10	6.3	0	0.0	Telephone Operators (432021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Comm. Equipment Operators, All Other (432099)
927	9.1	39	0.4	533	5.2	72	0.7	307	3.0	Financial Clerks (433000)
75	13.0	0	0.0	35	6.1	10	1.7	0	0.0	Bill & Account Collectors (433011)
100	7.4	0	0.0	60	4.4	0	0.0	18	1.3	Billing & Posting Clerks & Machine Oper. (433021)
520	8.7	19	0.3	255	4.2	54	0.9	140	2.3	Bookkeeping, Accting, & Auditing Clerks (433031)
4	11.4	0	0.0	4	11.4	0	0.0	20	57.1	Gaming Cage Workers (433041)
70	8.4	0	0.0	65	7.8	0	0.0	4	0.6	Payroll & Timekeeping Clerks (433051)
4	2.7	0	0.0	14	9.3	0	0.0	0	0.0	Procurement Clerks (433061)
154	12.1	20	1.6	100	7.8	8	0.6	125	9.8	Tellers (433071)
1,833	11.6	320	2.0	1,042	6.6	119	0.8	292	1.8	Information & Record Clerks (434000)
10	22.2	0	0.0	4	8.9	0	0.0	0	0.0	Brokerage Clerks (434011)
25	17.2	4	2.8	0	0.0	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
45	20.0	0	0.0	20	8.9	0	0.0	4	1.8	Credit Authorizers, Checkers, & Clerks (434041)
945	12.0	140	1.8	490	6.2	60	0.8	124	1.6	Customer Service Representatives (434051)
50	21.7	4	1.7	15	6.5	4	1.7	0	0.0	Eligibility Interviewers, Govt. Programs (434061)
80	9.2	15	1.7	80	9.2	10	1.1	19	2.2	File Clerks (434071)
45	22.5	4	2.0	24	12.0	0	0.0	4	2.0	Hotel, Motel, & Resort Desk Clerks (434081)
50	10.0	10	2.0	65	13.0	15	3.0	14	2.8	Interviewers, Except Eligibility & Loan (434111)
85	13.0	14	2.8	10	2.0	0	0.0	65	11.0	Library Assistants, Clerical (434121)
40	20.0	0	0.0	15	7.5	0	0.0	8	4.0	Loan Interviewers & Clerks (434131)
20	33.3	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)
4	3.8	10	9.5	0	0.0	0	0.0	15	14.3	Human Res. Assists, Exc. Payroll Etc. (434161)
284	8.0	25	0.7	250	7.0	10	0.3	33	0.9	Receptionists & Information Clerks (434171)
105	19.1	29	5.3	30	5.5	0	0.0	8	1.5	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	7.0	0	0.0	4	1.9	0	0.0	8	3.7	Information & Record Clerks, All Other (434199)
50	9.1	65	11.8	35	6.4	20	3.6	0	0.0	Correspondence Clerks & Order Clerks (434XXX)
674	6.7	911	7.7	394	3.3	275	2.3	305	2.6	Material Recording, Scheduling, Etc. (435000)
20	21.1	4	4.2	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)
4	0.5	114	14.2	4	0.5	25	3.1	10	1.2	Couriers & Messengers (435021)
50	6.1	25	3.0	10	1.2	0	0.0	25	3.0	Dispatchers (435030)
0	0.0	4	10.0	0	0.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
120	20.7	25	4.3	14	2.4	20	3.4	24	4.1	Postal Service Clerks (435051)
105	8.1	85	6.5	8	0.6	25	1.9	4	0.3	Postal Service Mail Carriers (435052)
90	13.3	10	1.5	54	8.0	15	2.2	59	8.7	Postal Service Mail Sorters, Processors, Etc. (435053)
45	3.7	30	2.5	39	3.2	18	1.5	40	3.3	Production, Planning, & Expediting Clerks (435061)
55	2.6	265	12.4	85	4.0	23	1.1	44	2.1	Shipping, Receiving, & Traffic Clerks (435071)
175	4.3	345	8.5	180	4.4	134	3.3	99	2.4	Stock Clerks & Order Fillers (435081)
10	6.3	4	2.5	0	0.0	15	9.4	0	0.0	Weighters, Measurers, Checkers, Etc. (435111)
1,360	10.3	35	0.3	715	6.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436000)
1,360	10.3	35	0.3	715	6.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436010)
1,960	12.5	336	2.1	1,134	7.2	173	1.1	414	2.6	Other Office & Admtn. Support Workers (439000)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,145	56.3	850	41.8	1,055	51.8	10	0.5
Sales Engineers (419031)	170	165	97.1	4	2.4	165	97.1	4	2.4	0	0.0
Telemarketers (419041)	490	205	41.8	279	56.9	190	38.8	165	31.6	15	3.1
Door-To-Door Sales Workers & Rel Wrks (419091)	620	363	58.5	255	42.7	275	44.4	195	31.5	29	4.7
Sales & Related Workers, All Other (419099)	650	294	45.2	350	55.4	280	43.1	310	47.7	0	0.0
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	73,336	19,099	26.0	54,214	73.9	13,680	18.7	41,382	56.4	2,789	3.8
Super., Office & Admn. Support Workers (431000)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
First-Line Sup./Mgns., Admn. Support Wrks (431011)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
Communications Equipment Operators (432000)	355	62	17.5	287	80.8	36	10.7	199	56.1	14	3.9
Switchboard Operators, Incl. Ans. Service (432011)	185	34	18.4	148	80.0	30	16.2	115	62.2	4	2.2
Telephone Operators (432021)	160	24	15.0	135	84.4	4	2.5	80	50.0	10	6.3
Comm. Equipment Operators, All Other (432099)	10	4	40.0	4	40.0	4	40.0	4	40.0	0	0.0
Financial Clerks (433000)	10,235	1,425	13.9	8,811	86.1	1,125	11.0	7,044	68.8	189	1.8
Bill & Account Collectors (433011)	575	205	35.7	365	63.5	165	28.7	255	44.3	30	5.2
Billing & Posting Clerks & Machine Oper. (433021)	1,355	100	7.4	1,258	92.8	75	5.5	1,080	79.7	25	1.8
Bookkeeping, Acctg., & Auditing Clerks (433031)	6,010	837	13.9	5,170	86.0	655	10.9	4,255	70.8	109	1.8
Gaming Cage Workers (433041)	35	0	0.0	32	91.4	0	0.0	4	11.4	0	0.0
Payroll & Timekeeping Clerks (433051)	835	90	10.8	754	90.3	65	7.8	615	73.7	25	3.0
Procurement Clerks (433061)	160	75	50.0	73	48.7	75	50.0	55	36.7	0	0.0
Tellers (433071)	1,275	118	9.3	1,159	90.9	90	7.1	780	61.2	0	0.0
Information & Record Clerks (434000)	15,865	3,205	20.2	12,672	79.9	2,288	14.4	6,505	59.9	478	3.0
Brokerage Clerks (434011)	45	16	33.3	29	64.4	15	33.3	15	33.3	0	0.0
Court, Municipal, & License Clerks (434031)	145	39	26.9	105	72.4	25	17.2	80	55.2	10	6.9
Credit Authorizers, Checkers, & Clerks (434041)	225	45	20.0	179	79.6	45	20.0	110	48.9	0	0.0
Customer Service Representatives (434051)	7,900	1,989	25.2	5,919	74.9	1,585	20.1	4,360	55.2	204	2.6
Eligibility Interviewers, Govt. Programs (434061)	230	53	23.0	175	76.1	30	13.0	110	47.8	15	6.5
File Clerks (434071)	870	150	17.2	719	82.6	85	9.8	540	62.1	40	4.6
Hotel, Motel, & Resort Desk Clerks (434081)	200	39	19.5	168	79.0	20	10.0	85	42.5	15	7.5
Interviewers, Except Eligibility & Loan (434111)	500	135	27.0	369	73.8	95	19.0	240	48.0	16	3.0
Library Assistants, Clerical (434121)	500	48	9.6	460	92.0	30	6.0	330	66.0	4	0.8
Loan Interviewers & Clerks (434131)	200	4	2.0	193	96.5	4	2.0	130	65.0	0	0.0
New Accounts Clerks (434141)	60	4	6.7	55	91.7	4	8.7	35	58.3	0	0.0
Human Res. Assists, Exc. Payroll Etc. (434161)	105	35	33.3	74	70.6	15	14.3	55	52.4	10	9.5
Receptionists & Information Clerks (434171)	3,570	195	5.5	3,377	94.6	105	2.9	2,810	78.7	55	1.5
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	550	169	30.7	378	68.7	95	17.3	235	42.7	45	8.2
Information & Record Clerks, All Other (434199)	215	25	11.6	187	87.0	25	11.6	160	74.4	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	550	250	47.3	295	53.6	110	20.0	210	38.2	65	11.8
Material Recording, Scheduling, Etc. (435000)	11,835	7,895	66.4	3,962	33.3	5,400	45.4	2,589	21.8	1,309	11.0
Cargo & Freight Agents (435011)	95	64	67.4	24	25.3	60	63.2	4	4.2	0	0.0
Couriers & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140	17.4
Dispatchers (435030)	825	399	48.4	415	50.3	330	40.0	330	40.0	44	5.3
Meter Readers, Utilities (435041)	40	44	110.0	0	0.0	10	25.0	0	0.0	30	75.0
Postal Service Clerks (435051)	580	285	49.1	298	51.4	190	32.8	140	24.1	50	8.6
Postal Service Mail Carriers (435052)	1,300	960	73.8	337	25.9	670	51.5	220	16.9	180	13.8
Postal Service Mail Sorters, Processors, Etc. (435053)	675	355	52.6	318	47.1	255	37.8	115	17.0	75	11.1
Production, Planning, & Expediting Clerks (435061)	1,210	658	54.4	554	45.8	630	43.8	430	35.5	80	6.6
Shipping, Receiving, & Traffic Clerks (435071)	2,140	1,563	73.0	569	26.6	1,055	49.3	385	18.0	220	10.3
Stock Clerks & Order Filers (435081)	4,065	2,789	68.6	1,264	31.1	1,830	45.0	810	19.9	480	11.8
Weights, Measurers, Checkers, Etc. (435111)	160	79	49.4	75	46.9	50	31.3	65	40.6	10	6.3
Secretaries & Administrative Assistants (436000)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Secretaries & Administrative Assistants (436010)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Other Office & Admn. Support Workers (439000)	15,690	3,908	24.9	11,783	75.1	2,804	17.9	8,275	52.7	695	3.8

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Black Non-Hispanic		Hispanic In Any Race		All Other Non-Hispanic						Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
725	7.8	1,340	14.4	1,035	11.2	228	2.5	174	1.9	Building Cleaning & Pest Control Workers (372000)
510	16.5	265	8.6	625	20.3	45	1.6	129	4.2	Majds & Housekeeping Cleaners (372012)
215	3.5	1,075	17.6	410	8.7	183	3.0	45	0.7	Janitors & Building Cleaners (37201X)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Pest Control Workers (372021)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373000)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373010)
1,152	9.7	316	2.7	921	7.7	198	1.8	498	4.2	Personal Care & Service Occupations (390001)
4	1.0	8	1.9	4	1.0	45	10.8	25	8.0	Super., Personal Care & Service Workers (391000)
0	0.0	4	4.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Gaming Workers (391010)
4	1.2	4	1.2	4	1.2	45	13.6	25	7.6	First-Line Super./Mgrs. of Pers. Serv. Wrks (391021)
0	0.0	29	6.4	25	5.5	8	1.8	14	3.1	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Animal Trainers (392011)
0	0.0	29	7.1	25	6.1	4	1.0	14	3.4	Non-farm Animal Caretakers (392021)
85	8.6	64	8.4	20	2.0	25	2.5	35	3.5	Entert. Attendants & Related Workers (393000)
20	9.5	10	4.8	20	9.5	10	4.8	10	4.6	Gaming Services Workers (393010)
0	0.0	4	18.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.9	10	6.9	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
55	8.9	40	8.5	0	0.0	15	2.4	25	4.0	Misc. Entertainment Attend. & Rel Wrks (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
210	7.4	95	3.3	120	4.2	65	2.3	213	7.5	Personal Appearance Workers (395000)
15	6.0	35	11.7	15	6.0	0	0.0	4	1.3	Barbers (395011)
175	8.4	40	1.9	80	3.8	0	0.0	84	4.0	Hairdressers, Stylists, & Cosmetologists (395012)
20	4.4	20	4.4	25	5.6	65	14.3	125	27.5	Misc. Personal Appearance Workers (395090)
14	6.0	8	2.9	16	6.4	14	6.0	20	7.1	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	8	7.8	10	9.5	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	6.7	0	0.0	0	0.0	10	16.7	0	0.0	Tour & Travel Guides (396020)
10	8.7	0	0.0	8	7.0	4	3.5	20	17.4	Transportation Attendants (396030)
839	12.2	112	1.6	734	10.7	39	0.8	191	2.8	Other Personal Care & Service Workers (399000)
615	12.5	60	1.2	640	13.0	39	0.8	138	2.8	Child Care Workers (399011)
170	21.9	10	1.3	75	9.7	0	0.0	45	5.8	Personal & Home Care Aides (399021)
4	0.6	8	1.2	19	2.8	0	0.0	0	0.0	Recreation & Fitness Workers (399030)
40	12.7	14	4.4	0	0.0	0	0.0	8	2.5	Residential Advisors (399041)
10	5.6	20	11.1	0	0.0	0	0.0	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,283	4.7	1,285	2.8	2,468	6.1	867	1.8	935	1.9	SALES & RELATED OCCUPATIONS (410000)
290	2.4	230	1.9	315	2.8	309	2.6	173	1.4	Supervisors, Sales Workers (411000)
170	2.2	160	2.1	220	2.9	275	3.6	139	1.8	First-Line Super./Mgrs. of Ret. Sales Wrks (411011)
120	2.7	70	1.6	95	2.1	34	0.8	34	0.8	First-Line Sup./Mgrs., Non-Ret Sales Wrks (411012)
1,484	7.1	884	4.2	1,890	9.0	376	1.8	563	2.7	Retail Sales Workers (412000)
980	10.4	385	4.1	1,380	14.6	159	1.7	328	3.5	Cashiers (412010)
10	2.4	40	9.4	40	9.4	19	4.5	30	7.1	Counter & Rental Clerks (412021)
0	0.0	24	10.0	0	0.0	10	4.2	0	0.0	Parts Salespersons (412022)
494	4.6	435	4.0	470	4.4	188	1.7	205	1.9	Retail Salespersons (412031)
274	4.1	42	0.6	124	1.8	98	1.5	117	1.7	Sales Representatives, Services (413000)
0	0.0	8	1.6	10	2.0	0	0.0	14	2.9	Advertising Sales Agents (413011)
120	4.5	10	0.4	65	2.4	45	1.7	40	1.5	Insurance Sales Agents (413021)
45	4.5	4	0.4	15	1.5	19	1.9	25	2.5	Securities, Comm., & Fin. Serv. Sales Agts (413031)
64	9.1	10	1.4	20	2.9	10	1.4	14	2.0	Travel Agents (413041)
45	2.4	10	0.5	14	0.8	24	1.3	24	1.3	Sales Reps, Services, All Other (413099)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414000)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414010)
190	4.7	74	1.8	110	2.7	24	0.6	49	1.2	Other Sales & Related Workers (419000)
0	0.0	0	0.0	15	15.0	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,768	40.5	3,080	33.2	1,824	19.7	870	9.4
Majds & Housekeeping Cleaners (372012)	3,085	645	20.9	2,444	79.2	210	6.8	1,180	38.2	125	4.1
Janitors & Building Cleaners (37201X)	6,095	4,778	78.4	1,310	21.5	2,805	46.0	640	10.5	715	11.7
Pest Control Workers (372021)	100	95	95.0	4	4.0	65	65.0	4	4.0	30	30.0
Grounds Maintenance Workers (373000)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Grounds Maintenance Workers (373010)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Personal Care & Service Occupations (390001)	11,890	2,494	21.0	9,371	78.8	1,714	14.4	6,800	57.2	268	2.3
Super., Personal Care & Service Workers (391000)	416	227	54.7	178	42.9	170	41.0	145	34.9	4	1.0
First-Line Super./Mgns. of Gaming Workers (391010)	85	59	69.4	25	29.4	55	64.7	25	29.4	0	0.0
First-Line Super./Mgns. of Pers. Serv. Wrks (391021)	330	168	50.9	153	46.4	115	34.8	120	36.4	4	1.2
Animal Care & Service Workers (392000)	455	108	23.3	334	73.4	59	13.0	295	64.8	10	2.2
Animal Trainers (392011)	45	8	17.8	35	77.8	4	8.9	35	77.8	0	0.0
Non-farm Animal Caretakers (392021)	410	98	23.9	299	72.9	55	13.4	260	63.4	10	2.4
Entert. Attendants & Related Workers (393000)	1,000	574	57.4	435	43.5	425	42.5	295	29.5	60	6.0
Gaming Services Workers (393010)	210	120	57.1	90	42.9	65	31.0	40	19.0	35	16.7
Motion Picture Projectionists (393021)	25	24	96.0	0	0.0	20	80.0	0	0.0	0	0.0
Ushers, Lobby Attend., & Ticket Takers (393031)	145	110	75.9	40	27.6	100	69.0	30	20.7	0	0.0
Misc. Entertainment Attend. & Rel Wrks (393090)	620	320	51.6	305	49.2	240	38.7	225	36.3	25	4.0
Funeral Service Workers (394000)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Personal Appearance Workers (395000)	2,850	620	21.8	2,233	78.4	385	13.5	1,690	59.3	75	2.6
Barbers (395011)	300	235	78.3	64	21.3	145	48.3	30	10.0	55	18.3
Hairdressers, Stylists, & Cosmetologists (395012)	2,095	300	14.3	1,794	85.6	240	11.5	1,455	69.5	20	1.0
Misc. Personal Appearance Workers (395090)	455	85	18.7	375	82.4	0	0.0	205	45.1	0	0.0
Transp., Tourism, & Lodging Attendants (396000)	280	128	45.0	147	52.5	100	35.7	95	33.9	4	1.4
Baggage Porters, Bellhops, & Conclerages (396010)	105	73	69.5	30	28.6	65	61.9	20	19.0	0	0.0
Tour & Travel Guides (396020)	60	30	50.0	29	48.3	20	33.3	25	41.7	0	0.0
Transportation Attendants (396030)	115	23	20.0	88	76.5	15	13.0	50	43.5	4	3.5
Other Personal Care & Service Workers (399000)	6,865	816	11.9	6,044	88.0	550	8.0	4,280	62.3	115	1.7
Child Care Workers (399011)	4,915	334	6.8	4,568	92.9	175	3.6	3,175	64.6	60	1.2
Personal & Home Care Aides (399021)	775	80	10.3	700	90.3	60	7.7	410	52.9	10	1.3
Recreation & Fitness Workers (399030)	680	198	29.1	483	71.0	180	26.5	480	67.6	10	1.5
Residential Advisors (399041)	315	114	36.2	203	64.4	65	20.6	155	49.2	35	11.1
Pers. Care & Serv. Workers, All Other (399099)	180	90	50.0	90	50.0	70	38.9	80	44.4	0	0.0
SALES & RELATED OCCUPATIONS (410000)	48,510	24,900	51.3	23,570	48.5	21,280	43.9	17,884	36.9	1,468	3.0
Supervisors, Sales Workers (411000)	12,070	7,408	61.4	4,643	38.5	6,530	54.1	3,865	32.0	339	2.8
First-Line Super./Mgns. of Ret. Sales Wrks (411011)	7,575	4,805	63.4	2,759	36.4	4,100	54.1	2,230	29.4	270	3.6
First-Line Sup./Mgns., Non-Ret Sales Wrks (411012)	4,495	2,603	57.9	1,884	41.9	2,430	54.1	1,635	36.4	69	1.5
Retail Sales Workers (412000)	20,900	8,405	40.2	12,467	59.7	6,315	30.2	8,530	40.8	830	4.0
Cashiers (412010)	9,450	2,609	27.6	6,833	72.3	1,725	18.3	4,145	43.9	340	3.6
Counter & Rental Clerks (412021)	425	214	50.4	200	47.1	125	29.4	120	28.2	30	7.1
Parts Salespersons (412022)	240	229	95.4	10	4.2	195	81.3	10	4.2	0	0.0
Retail Salespersons (412031)	10,785	5,353	49.6	6,424	50.3	4,270	39.6	4,255	39.5	460	4.3
Sales Representatives, Services (413000)	6,715	3,480	52.0	3,220	48.0	3,160	47.1	2,705	40.3	190	2.8
Advertising Sales Agents (413011)	490	193	39.4	294	60.0	165	33.7	270	55.1	20	4.1
Insurance Sales Agents (413021)	2,875	1,365	47.5	1,325	46.1	1,215	42.3	1,100	38.3	95	3.3
Securities, Comm., & Fin. Serv. Sales Agts (413031)	990	548	55.4	435	43.9	510	51.5	350	35.4	15	1.5
Travel Agents (413041)	700	95	13.6	603	86.1	75	10.7	505	72.1	0	0.0
Sales Reps, Services, All Other (413099)	1,860	1,289	69.3	563	30.3	1,195	64.2	480	25.8	60	3.2
Sales Reps, Wholesale & Manufacturing (414000)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Sales Reps, Wholesale & Manufacturing (414010)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Other Sales & Related Workers (419000)	4,065	1,942	47.8	2,123	52.2	1,790	44.0	1,774	43.6	54	1.3
Models, Demonstrators, & Prod Promoters (419010)	100	30	30.0	70	70.0	30	30.0	55	55.0	0	0.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
5,994	9.5	4,712	7.5	4,728	7.5	1,514	2.4	1,555	2.6	SERVICE OCCUPATIONS (310000)
2,755	25.2	110	1.0	1,265	11.8	131	1.2	377	3.4	Healthcare Support Occupations (310001)
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311000)
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311010)
15	7.7	0	0.0	0	0.0	4	2.1	0	0.0	Occ. & Phys. Therapist Assists & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
15	11.5	0	0.0	0	0.0	4	3.1	0	0.0	Physical Therapist Assistants & Aides (312020)
305	9.8	35	1.1	250	8.1	38	1.2	48	1.5	Other Healthcare Support Occupations (319000)
0	0.0	0	0.0	0	0.0	0	0.0	10	0.5	Massage Therapists (319011)
35	4.7	0	0.0	55	7.3	0	0.0	10	1.3	Dental Assistants (319091)
270	12.3	35	1.6	195	8.9	38	1.7	28	1.3	Med. Assist. & Other Health Supp. Occs (31909X)
317	3.8	678	8.0	213	2.5	160	1.9	70	0.8	Protective Service Occupations (330001)
4	0.4	35	3.2	4	0.4	14	1.3	4	0.4	First-Line Super./Mg., Protective Serv. Wkr (331000)
0	0.0	10	7.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct. Offits (331011)
0	0.0	0	0.0	0	0.0	4	1.1	0	0.0	First-Line Super./Mgrs. of Police & Det. (331012)
0	0.0	10	5.6	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
4	1.0	15	3.8	4	1.0	10	2.5	4	1.0	Super., Protect. Serv. Wkrs, All Other (331099)
0	0.0	75	10.2	0	0.0	10	1.4	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	75	10.5	0	0.0	10	1.4	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
109	3.9	189	6.8	95	3.4	37	1.3	24	0.9	Law Enforcement Workers (333000)
75	7.2	80	7.7	40	3.8	19	1.8	14	1.3	Bailiffs, Correctional Officers, & Jailers (333010)
4	2.8	4	2.8	0	0.0	4	2.8	0	0.0	Detectives & Criminal Investigators (333021)
30	1.9	105	6.5	55	3.4	14	0.9	10	0.6	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
204	5.3	379	9.9	114	3.0	99	2.6	42	1.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
4	1.9	30	14.3	0	0.0	10	4.8	0	0.0	Private Detectives & Investigators (339021)
115	4.4	280	10.7	69	2.6	89	3.4	32	1.2	Sec. Guards & Gaming Surv. Officers (339030)
40	13.6	4	1.4	20	6.8	0	0.0	0	0.0	Crossing Guards (339091)
45	6.9	65	10.0	25	3.8	0	0.0	10	1.5	Lifeguards & Other Prot. Serv. Wkrs (33909X)
1,005	5.2	1,778	9.2	1,254	6.5	745	3.8	538	2.8	Food Prep. & Serving-Rel. Occupations (350001)
110	4.3	175	6.8	125	4.9	134	5.2	84	2.5	Supervisors, Food Prep. & Serv. Wkrs (351000)
25	2.4	115	11.1	0	0.0	109	10.5	30	2.9	Chefs & Head Cooks (351011)
85	5.5	60	3.9	125	8.1	25	1.6	34	2.2	First-Line Super./Mgrs. of Food Workers (351012)
250	4.1	1,070	17.7	385	6.4	350	6.8	183	3.0	Cooks & Food Preparation Workers (352000)
120	3.0	755	18.7	195	4.8	305	7.6	148	3.7	Cooks (352010)
130	6.5	315	15.7	190	9.5	45	2.2	35	1.7	Food Preparation Workers (352021)
465	5.5	308	3.7	594	7.1	164	1.8	247	2.9	Food & Beverage Serving Workers (353000)
10	1.1	44	4.9	0	0.0	20	2.2	4	0.4	Bartenders (353011)
100	10.3	75	7.7	125	12.8	24	2.5	8	0.8	Comb Food Prep/Serv., Incl. Fast Food (353021)
55	7.6	35	4.9	80	11.1	15	2.1	15	2.1	Counter Attend., Caf�, Food Conc., Etc. (353022)
260	4.8	150	2.8	370	6.9	95	1.8	210	3.9	Waiters & Waitresses (353031)
40	9.6	4	1.0	19	4.6	0	0.0	10	2.4	Food Servers, Non-restaurant (353041)
180	7.8	225	9.6	150	6.4	107	4.5	42	1.8	Other Food Prep. & Serv. Rel. Workers (359000)
75	9.6	135	17.3	20	2.6	39	5.0	4	0.5	Dishwashers (359021)
20	4.3	0	0.0	40	8.7	4	0.9	0	0.0	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
85	7.8	90	8.1	90	8.1	64	5.7	38	3.4	Misc. Food Prep & Serving Rel. Workers (3590XX)
765	6.1	1,830	14.6	1,075	8.6	282	2.2	174	1.4	Bldg & Grounds Cleaning & Maint. Occs. (370001)
25	2.8	85	9.6	40	4.5	4	0.4	0	0.0	Super., Bldg & Grnds Clean & Maint. Wkrs (371000)
25	4.4	65	11.4	40	7.0	4	0.7	0	0.0	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	20	6.3	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	63,175	28,293	44.8	34,891	55.1	17,784	28.1	22,424	35.5	4,303	6.8
<i>Healthcare Support Occupations (310001)</i>	<i>10,940</i>	<i>1,466</i>	<i>13.4</i>	<i>9,457</i>	<i>86.4</i>	<i>710</i>	<i>6.6</i>	<i>5,060</i>	<i>48.3</i>	<i>515</i>	<i>4.7</i>
Nursing, Psych., & Home Health Aides (311000)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Nursing, Psych., & Home Health Aides (311010)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Occ. & Phys. Therapist Assists & Aides (312000)	195	54	27.7	135	69.2	40	20.5	120	61.5	10	5.1
Occ. Therapist Assistants & Aides (312010)	65	0	0.0	65	100.0	0	0.0	65	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	130	54	41.5	70	53.8	40	30.8	55	42.3	10	7.7
Other Healthcare Support Occupations (319000)	3,105	448	14.4	2,648	85.3	230	7.4	2,045	85.9	145	4.7
Massage Therapists (319011)	155	40	25.8	115	74.2	30	19.4	105	87.7	10	6.5
Dental Assistants (319091)	750	10	1.3	735	98.0	10	1.3	635	84.7	0	0.0
Med. Assst. & Other Health Supp. Occs (31909X)	2,200	398	18.1	1,798	81.7	190	8.6	1,305	59.3	135	6.1
<i>Protective Service Occupations (330001)</i>	<i>8,445</i>	<i>6,970</i>	<i>82.5</i>	<i>1,460</i>	<i>17.3</i>	<i>4,995</i>	<i>58.1</i>	<i>860</i>	<i>10.2</i>	<i>1,227</i>	<i>14.5</i>
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	1,090	964	88.4	127	11.7	765	70.2	115	10.6	160	13.8
First-Line Super./Mgrs. of Correct. Offrs (331011)	135	110	81.5	25	18.5	90	66.7	25	18.5	10	7.4
First-Line Super./Mgrs. of Police & Det. (331012)	375	354	94.4	20	5.3	320	85.3	20	5.3	30	8.0
First-Line Super./Mgrs. of Fire Fighters (331021)	180	185	102.8	0	0.0	150	83.3	0	0.0	25	13.9
Super., Protect. Serv. Wrks, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	85	21.3
Fire Fighting & Prevention Workers (332000)	735	725	98.6	15	2.0	555	75.5	15	2.0	85	11.6
Fire Fighters (332011)	715	705	98.6	15	2.1	535	74.8	15	2.1	85	11.9
Fire Inspectors (332020)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Law Enforcement Workers (333000)	2,800	2,375	84.8	418	14.9	1,850	68.1	190	6.8	299	10.7
Balliffs, Correctional Officers, & Jailers (333010)	1,045	884	82.7	184	17.6	555	53.1	55	5.3	210	20.1
Detectives & Criminal Investigators (333021)	145	112	77.2	24	16.6	100	69.0	20	13.8	4	2.8
Police Officers (333050)	1,610	1,399	86.9	210	13.0	1,195	74.2	115	7.1	85	5.3
Misc. Law Enforcement Workers (3330XX)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	3,820	2,906	76.1	900	23.6	1,735	45.4	540	14.1	693	18.1
Animal Control Workers (339011)	45	20	44.4	25	55.6	20	44.4	25	55.6	0	0.0
Private Detectives & Investigators (339021)	210	135	64.3	74	35.2	70	33.3	70	33.3	25	11.9
Sec. Guards & Gaming Surv. Officers (339030)	2,620	2,163	82.6	446	17.0	1,145	43.7	230	8.8	649	24.8
Crossing Guards (339091)	295	128	43.4	166	56.9	120	40.7	105	35.6	4	1.4
Lifeguards & Other Prot. Serv. Wrks (33909X)	650	460	70.8	190	29.2	380	58.5	110	16.9	15	2.3
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	<i>19,365</i>	<i>8,887</i>	<i>45.9</i>	<i>10,470</i>	<i>54.1</i>	<i>5,245</i>	<i>27.1</i>	<i>7,675</i>	<i>39.6</i>	<i>1,119</i>	<i>5.8</i>
Supervisors, Food Prep. & Serv. Wrks (351000)	2,570	1,684	65.5	879	34.2	1,200	46.7	580	22.6	175	6.8
Chefs & Head Cooks (351011)	1,035	889	84.0	160	15.5	595	57.5	105	10.1	50	4.8
First-Line Super./Mgrs. of Food Workers (351012)	1,535	815	63.1	719	46.8	605	39.4	475	30.9	125	8.1
Cooks & Food Preparation Workers (352000)	6,040	3,600	59.6	2,443	40.4	1,640	27.2	1,625	26.9	540	8.9
Cooks (352010)	4,030	2,695	66.9	1,333	33.1	1,225	30.4	870	21.6	410	10.2
Food Preparation Workers (352021)	2,010	905	45.0	1,110	55.2	415	20.6	755	37.6	130	6.5
Food & Beverage Serving Workers (353000)	8,400	2,491	29.7	5,916	70.4	1,760	21.0	4,610	54.9	269	3.2
Bartenders (353011)	895	384	42.9	514	57.4	305	34.1	500	56.9	15	1.7
Comb Food Prep/Serv., Incl. Fast Food (353021)	975	394	40.4	583	59.8	215	22.1	350	35.9	80	8.2
Counter Attend., Caf�, Food Conc., Etc. (353022)	720	249	34.6	470	65.3	165	22.9	320	44.4	34	4.7
Waiters & Waitresses (353031)	5,395	1,270	23.5	4,130	76.8	920	17.1	3,290	61.0	105	1.9
Food Servers, Non-restaurant (353041)	415	194	46.7	219	52.8	155	37.3	150	36.1	35	8.4
Other Food Prep. & Serv. Rel. Workers (359000)	2,355	1,112	47.2	1,232	52.3	645	27.4	880	36.5	135	5.7
Dishwashers (359021)	780	579	74.2	199	25.5	315	40.4	100	12.8	90	11.5
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	460	59	12.8	400	87.0	35	7.6	340	73.9	20	4.3
Misc. Food Prep & Serving Rel. Workers (3590XX)	1,115	474	42.5	633	56.8	295	26.5	420	37.7	25	2.2
<i>Bldg & Grounds Cleaning & Maint. Occs. (370001)</i>	<i>12,535</i>	<i>8,476</i>	<i>67.6</i>	<i>4,043</i>	<i>32.3</i>	<i>5,190</i>	<i>41.4</i>	<i>2,029</i>	<i>16.2</i>	<i>1,174</i>	<i>9.4</i>
Super., Bldg & Grnds Clean & Maint. Wrks (371000)	890	683	76.7	200	22.5	500	56.2	135	15.2	94	10.6
First-Line Super./Mgrs. of Housekeeping Etc. (371011)	570	399	70.0	170	29.8	240	42.1	105	18.4	90	15.6
First-Line Super./Mgrs. of Landscaping, Etc. (371012)	320	284	88.8	30	9.4	260	81.3	30	9.4	4	1.3

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2000 Census of Population and Housing - Special EEO Tabulation

Hartford County

Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
15	1.9	18	2.3	40	5.2	80	10.3	10	1.3	Physical Scientists (192000)
0	0.0	4	8.9	0	0.0	10	22.2	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
0	0.0	10	3.6	30	10.7	20	7.1	0	0.0	Chemists & Materials Scientists (192030)
0	0.0	4	2.1	10	5.1	15	7.7	0	0.0	Environ. Scientists & Geoscientists (192040)
15	6.5	0	0.0	0	0.0	35	15.2	10	4.3	Physical Scientists, All Other (192099)
25	1.9	6	0.6	14	1.1	4	0.3	0	0.0	Social Scientists & Related Workers (193000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Economists (193011)
10	3.3	0	0.0	4	1.3	0	0.0	0	0.0	Market & Survey Researchers (193020)
15	1.8	6	1.0	10	1.2	0	0.0	0	0.0	Psychologists (193030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	5.0	0	0.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
45	9.8	10	2.2	4	0.9	4	0.9	15	3.3	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	10	40.0	0	0.0	0	0.0	0	0.0	Agri. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Biological Technicians (194021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
45	14.6	0	0.0	4	1.3	4	1.3	15	4.8	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
828	11.0	278	3.7	624	8.3	84	1.1	93	1.2	Community & Social Services Occs. (210001)
824	13.5	264	4.3	610	10.0	39	0.6	53	0.9	Counselors, Soc. Workers, & Others (211000)
260	11.7	50	2.2	125	5.6	35	1.6	4	0.2	Counselors (211010)
389	13.5	165	5.7	350	12.1	4	0.1	34	1.2	Social Workers (211020)
175	17.9	49	6.0	135	13.8	0	0.0	15	1.5	Misc. Comm. & Soc. Serv. Specialists (211090)
4	0.3	14	1.0	14	1.0	45	3.2	40	2.8	Religious Workers (212000)
4	0.4	14	1.5	4	0.4	45	4.7	10	1.0	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Directors, Religious Activities & Educ. (212021)
0	0.0	0	0.0	10	2.8	0	0.0	30	8.3	Religious Workers, All Other (212099)
228	3.6	44	0.7	134	2.1	63	1.0	89	1.4	Legal Occupations (230001)
104	2.5	20	0.5	45	1.1	59	1.4	77	1.9	Lawyers, Judges, & Related Workers (231000)
100	2.6	20	0.5	45	1.2	59	1.5	63	1.6	Lawyers (231011)
4	1.7	0	0.0	0	0.0	0	0.0	14	6.0	Judges, Magistrates, & Other Jud. Wrks (231020)
124	5.5	24	1.1	89	4.0	4	0.2	12	0.5	Legal Support Workers (232000)
120	7.5	0	0.0	65	4.1	0	0.0	8	0.6	Paralegals & Legal Assistants (232011)
4	0.6	24	3.7	24	3.7	4	0.6	4	0.6	Miscellaneous Legal Support Workers (232090)
1,134	4.5	378	1.5	1,414	5.6	152	0.6	516	2.1	Education, Training, & Library Occs. (250001)
145	4.1	110	3.1	95	2.7	75	2.1	149	4.3	Postsecondary Teachers (251000)
609	3.4	180	1.2	690	4.6	49	0.3	240	1.6	Primary, Sec. & Special Ed. Teachers (252000)
140	7.9	25	1.4	165	9.3	10	0.6	64	3.6	Preschool & Kindergarten Teachers (252010)
324	3.4	105	1.1	430	4.4	15	0.2	138	1.4	Elementary & Middle School Teachers (252020)
45	1.6	40	1.4	60	2.1	24	0.8	28	1.0	Secondary School Teachers (252030)
0	0.0	10	1.3	35	4.5	0	0.0	10	1.3	Special Education Teachers (252040)
115	5.7	14	0.7	95	4.7	10	0.5	35	1.7	Other Teachers & Instructors (253000)
10	0.8	14	1.1	24	1.9	4	0.3	33	2.6	Librarians, Curators, & Archivists (254000)
0	0.0	0	0.0	0	0.0	0	0.0	4	2.4	Archivists, Curators, & Museum Techs. (254010)
10	1.1	4	0.4	24	2.6	4	0.4	29	3.2	Librarians (254021)
0	0.0	10	5.4	0	0.0	0	0.0	0	0.0	Library Technicians (254031)
355	10.8	60	1.8	510	15.6	14	0.4	59	1.8	Other Educ., Training, & Library Occs. (259000)
340	11.0	60	1.9	510	16.5	14	0.5	59	1.9	Teacher Assistants (259041)
15	7.9	0	0.0	0	0.0	0	0.0	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
164	2.1	129	1.7	189	2.5	103	1.3	94	1.2	Arts, Des., Entert., Sports, & Media Occs. (270001)
70	2.7	15	0.6	45	1.7	47	1.8	18	0.7	Art & Design Workers (271000)
20	4.0	0	0.0	0	0.0	8	1.6	8	1.6	Artists & Related Workers (271010)

CONNECTICUT OCCUPATIONAL STATISTICS
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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	775	578	74.8	195	25.2	480	61.9	130	16.8	0	0.0
Astronomers & Physicists (192010)	45	39	86.7	10	22.2	25	55.6	10	22.2	0	0.0
Atmospheric & Space Scientists (192021)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Chemists & Materials Scientists (192030)	280	215	76.8	60	21.4	185	66.1	30	10.7	0	0.0
Environ. Scientists & Geoscientists (192040)	195	144	73.8	50	25.6	125	64.1	40	20.5	0	0.0
Physical Scientists, All Other (192099)	230	155	67.4	75	32.6	120	52.2	50	21.7	0	0.0
Social Scientists & Related Workers (193000)	1,300	535	41.2	766	59.1	505	38.8	729	56.1	18	1.4
Economists (193011)	65	45	69.2	20	30.8	45	69.2	20	30.8	0	0.0
Market & Survey Researchers (193020)	300	114	38.0	189	63.0	110	36.7	175	58.3	4	1.3
Psychologists (193030)	815	303	37.2	510	62.6	285	35.0	485	59.5	10	1.2
Urban & Regional Planners (193051)	40	35	87.5	4	10.0	35	87.5	4	10.0	0	0.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	80	38	47.5	45	56.3	30	37.5	45	56.3	4	5.0
Life, Physical, & Soc. Science Techs. (194000)	460	193	42.0	262	57.0	175	38.0	198	43.0	4	0.9
Agric. & Food Science Technicians (194011)	25	20	80.0	4	16.0	10	40.0	4	16.0	0	0.0
Biological Technicians (194021)	15	10	66.7	4	26.7	10	66.7	4	26.7	0	0.0
Chemical Technicians (194031)	95	85	89.5	10	10.5	85	89.5	10	10.5	0	0.0
Geological & Petroleum Technicians (194041)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	310	63	20.3	244	78.7	55	17.7	180	58.1	4	1.3
Community & Social Services Occs. (210001)	7,510	2,647	35.2	4,855	64.6	1,740	23.2	3,310	44.1	545	7.3
Counselors, Soc. Workers, & Others (211000)	6,100	1,733	28.4	4,352	71.3	980	16.1	2,865	47.0	450	7.4
Counselors (211010)	2,230	770	34.5	1,459	65.4	490	22.0	1,070	48.0	195	8.7
Social Workers (211020)	2,890	639	22.1	2,243	77.6	280	9.7	1,470	50.9	190	6.6
Misc. Comm. & Soc. Serv. Specialists (211090)	980	324	33.1	650	66.3	210	21.4	325	33.2	65	6.6
Religious Workers (212000)	1,410	914	64.8	503	35.7	780	53.9	445	31.6	95	6.8
Clergy (212011)	955	779	81.6	183	19.2	645	67.5	165	17.3	75	7.9
Directors, Religious Activities & Edu. (212021)	95	25	26.3	70	73.7	25	26.3	70	73.7	0	0.0
Religious Workers, All Other (212099)	360	110	30.6	250	69.4	90	25.0	210	58.3	20	5.6
Legal Occupations (230001)	6,360	3,147	49.5	3,201	50.3	2,900	45.6	2,750	43.2	140	2.2
Lawyers, Judges, & Related Workers (231000)	4,115	2,839	69.0	1,276	31.0	2,655	64.5	1,050	25.5	105	2.6
Lawyers (231011)	3,880	2,719	70.1	1,163	30.0	2,535	65.3	955	24.6	105	2.7
Judges, Magistrates, & Other Jud. Wrks (231020)	235	120	51.1	113	48.1	120	51.1	95	40.4	0	0.0
Legal Support Workers (232000)	2,245	308	13.7	1,925	85.7	245	10.9	1,700	75.7	35	1.6
Paralegals & Legal Assistants (232011)	1,590	100	6.3	1,488	93.6	90	5.7	1,295	81.4	10	0.6
Miscellaneous Legal Support Workers (232090)	655	208	31.8	437	66.7	155	23.7	405	61.8	25	3.8
Education, Training, & Library Occs. (250001)	25,165	6,403	25.4	18,729	74.4	5,395	21.4	15,665	62.2	478	1.9
Postsecondary Teachers (251000)	3,505	1,630	46.5	1,869	53.3	1,340	38.2	1,480	42.2	105	3.0
Primary, Sec. & Special Ed. Teachers (252000)	15,095	3,428	22.7	11,649	77.2	3,035	20.1	10,210	67.6	164	1.1
Preschool & Kindergarten Teachers (252010)	1,780	89	5.0	1,684	94.6	50	2.8	1,315	73.9	4	0.2
Elementary & Middle School Teachers (252020)	9,670	1,970	20.4	7,692	79.5	1,750	18.1	6,800	70.3	100	1.0
Secondary School Teachers (252030)	2,870	1,244	43.3	1,623	56.6	1,140	39.7	1,490	51.9	40	1.4
Special Education Teachers (252040)	775	125	16.1	650	83.9	95	12.3	605	78.1	20	2.6
Other Teachers & Instructors (253000)	2,025	728	36.0	1,300	64.2	615	30.4	1,055	52.1	89	4.4
Librarians, Curators, & Archivists (254000)	1,265	248	19.6	1,002	79.2	180	14.2	935	73.9	50	4.0
Archivists, Curators, & Museum Techs. (254010)	170	65	38.2	104	61.2	40	23.5	100	58.8	25	14.7
Librarians (254021)	910	103	11.3	798	87.7	95	10.4	735	80.8	0	0.0
Library Technicians (254031)	185	80	43.2	100	54.1	45	24.3	100	54.1	25	13.5
Other Educ., Training, & Library Occs. (259000)	3,275	369	11.3	2,909	88.8	225	6.9	1,985	60.6	70	2.1
Teacher Assistants (259041)	3,085	294	9.5	2,794	90.6	165	5.3	1,885	61.1	55	1.8
Other Educ., Training, & Library Wrks (2590XX)	190	75	39.5	115	60.5	60	31.6	100	52.6	15	7.9
Arts, Des., Entert., Sports, & Media Occs. (270001)	7,705	4,194	54.4	3,496	45.4	3,709	48.1	3,049	39.6	253	3.3
Art & Design Workers (271000)	2,615	1,201	45.9	1,403	53.7	1,075	41.1	1,270	48.6	64	2.4
Artists & Related Workers (271010)	500	237	47.4	263	50.6	225	45.0	225	45.0	4	0.8

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
160	1.3	180	1.4	205	1.7	169	1.4	165	1.3	Designers (271020)
77	1.0	169	2.1	61	0.8	177	2.2	22	0.3	Entertainers & Perf., Sports & Rel. Wkrs. (272000)
20	6.8	15	5.1	14	4.7	15	5.1	0	0.0	Actors (272011)
45	2.3	25	1.3	19	0.9	24	1.2	0	0.0	Producers & Directors (272012)
4	0.1	85	2.7	14	0.4	80	2.5	10	0.3	Athletes, Coaches, Umpis, & Ref. Wkrs (272020)
0	0.0	0	0.0	4	2.6	0	0.0	4	2.6	Dancers & Choreographers (272030)
4	0.2	24	1.2	10	0.5	54	2.6	4	0.2	Musicians, Singers, & Rel. Workers (272040)
4	1.7	20	8.3	0	0.0	4	1.7	4	1.7	Ent. & Perf., Sports & Rel. Wkrs, All Other (272099)
183	1.6	203	1.8	333	2.9	144	1.2	246	2.1	Media & Communication Workers (273000)
0	0.0	55	8.9	15	2.4	19	3.1	10	1.0	Announcers (273010)
20	1.6	0	0.0	20	1.6	10	0.8	30	2.4	News Analysis, Reporters & Corresp. (273020)
45	2.4	35	1.9	10	0.5	8	0.4	24	1.3	Public Relations Specialists (273031)
64	2.0	55	1.7	39	1.2	25	0.8	54	1.7	Editors (273041)
4	0.4	15	1.4	30	2.9	18	1.7	50	4.8	Technical Writers (273042)
35	1.3	24	0.9	4	0.1	25	0.9	39	1.4	Writers & Authors (273043)
15	1.8	19	2.3	215	25.7	39	4.7	39	4.7	Misc. Media & Comm. Workers (273090)
30	1.0	115	3.8	75	2.5	48	1.6	15	0.5	Media & Comm. Equipment Workers (274000)
20	1.3	90	5.7	45	2.8	14	0.9	15	0.9	Photographers (274021)
0	0.0	10	2.6	30	7.7	10	2.6	0	0.0	TV, Video, & Motion Pict. Camera Oper. (274030)
10	0.9	15	1.4	0	0.0	24	2.2	0	0.0	BC & Sound Engrng. Techs, Etc. (2740XX)
4,243	5.0	807	0.9	1,818	2.1	1,750	2.0	2,798	3.3	Healthcare Practitioners & Tech. Occs. (280001)
2,184	3.6	522	0.8	989	1.6	1,502	2.4	2,149	3.5	Health Diag. & Treating Practitioners (291000)
0	0.0	0	0.0	50	8.1	0	0.0	4	0.7	Chiropractors (291011)
30	1.3	65	2.8	25	1.1	30	1.3	49	2.1	Dentists (291020)
90	7.4	4	0.3	40	3.3	0	0.0	65	5.4	Dietitians & Nutritionists (291031)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.0	Optometrists (291041)
15	0.6	0	0.0	20	0.8	25	1.0	60	2.5	Pharmacists (291051)
75	0.7	245	2.2	110	1.0	1,130	10.0	619	5.5	Physicians & Surgeons (291060)
20	2.0	40	4.1	55	5.6	10	1.0	12	1.2	Physician Assistants (291071)
0	0.0	0	0.0	0	0.0	4	2.5	0	0.0	Podiatrists (291081)
1,840	5.5	85	0.3	555	1.7	233	0.7	1,215	3.6	Registered Nurses (291111)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Audiologists (291121)
15	1.4	0	0.0	0	0.0	0	0.0	25	2.3	Occupational Therapists (291122)
35	1.5	0	0.0	45	1.9	34	1.5	58	2.5	Physical Therapists (291123)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Radiation Therapists (291124)
10	1.6	0	0.0	20	3.2	4	0.6	0	0.0	Recreational Therapists (291125)
15	1.4	40	3.9	0	0.0	20	1.9	24	2.3	Respiratory Therapists (291126)
20	1.5	10	0.8	29	2.2	0	0.0	0	0.0	Speech-Language Pathologists (291127)
4	0.4	0	0.0	40	4.3	0	0.0	10	1.1	Therapists, All Other (291129)
15	1.7	29	3.3	0	0.0	8	0.9	0	0.0	Veterinarians (291131)
0	0.0	4	4.0	0	0.0	4	4.0	4	4.0	Health Diag. & Treating Pract., All Other (291199)
1,969	8.6	271	1.2	809	3.5	248	1.1	608	2.6	Health Technologists & Technicians (292000)
300	7.1	55	1.3	145	3.4	98	2.3	288	6.8	Clinical Lab Technologists & Techs. (292010)
25	1.2	0	0.0	35	1.6	0	0.0	30	1.4	Dental Hygienists (292021)
99	3.3	30	1.0	30	1.0	75	2.5	20	0.7	Diagnostic-Rel. Technologists & Techs. (292030)
0	0.0	8	0.7	0	0.0	14	1.2	10	0.9	Emergency Med. Techs & Paramedics (292041)
240	6.3	105	2.8	245	6.4	24	0.6	54	1.4	Health Diag & Treat. Pract. Supp. Techs. (292050)
1,125	17.6	50	0.8	200	3.1	14	0.2	172	2.7	Lic. Practical & Lic. Vocational Nurses (292061)
75	9.9	0	0.0	115	15.2	15	2.0	10	1.3	Medical Records & Health Info. Techs. (292071)
15	2.6	4	0.7	20	3.4	4	0.7	0	0.0	Opticians, Dispensing (292081)
90	9.5	19	2.0	19	2.0	4	0.4	24	2.5	Misc. Health Technologists & Techs. (292090)
90	7.8	14	1.2	20	1.7	0	0.0	39	3.4	Other Healthcare Pract. & Tech. Occs. (299000)

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		Male	%	Female	%	Male	%	Female	%	Male	%
Designers (271020)	12,420	5,574	44.9	6,845	55.1	5,050	40.7	6,315	50.8	175	1.4
Entertainers & Perf., Sports & Rel. Wrks. (272000)	7,925	5,060	63.8	2,830	35.7	4,370	55.1	2,670	33.7	344	4.3
Actors (272011)	295	160	54.2	134	45.4	120	40.7	100	33.9	10	3.4
Producers & Directors (272012)	2,000	1,233	61.7	764	38.2	1,115	55.8	700	35.0	69	3.5
Athletes, Coaches, Umps, & Rel. Wrks (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	28.8	155	4.9
Dancers & Choreographers (272030)	155	50	32.3	98	63.2	50	32.3	90	58.1	0	0.0
Musicians, Singers, & Rel. Workers (272040)	2,045	1,258	61.5	778	38.0	1,095	53.5	760	37.2	85	4.2
Ent. & Perf., Sports & Rel. Wrks, All Other (272099)	240	124	51.7	108	45.0	75	31.3	100	41.7	25	10.4
Media & Communication Workers (273000)	11,555	5,576	48.3	5,957	51.6	5,070	43.9	5,195	45.0	159	1.4
Announcers (273010)	620	544	87.7	80	12.9	425	68.5	55	8.9	45	7.3
News Analysts, Reporters & Corresp. (273020)	1,250	750	60.0	500	40.0	720	57.6	430	34.4	20	1.6
Public Relations Specialists (273031)	1,850	653	35.3	1,184	64.0	590	31.9	1,105	59.7	20	1.1
Editors (273041)	3,185	1,420	44.6	1,762	55.3	1,330	41.8	1,605	50.4	10	0.3
Technical Writers (273042)	1,050	593	56.5	454	43.2	620	49.5	370	35.2	40	3.8
Writers & Authors (273043)	2,765	1,314	47.5	1,448	52.4	1,245	45.0	1,370	49.5	20	0.7
Misc. Media & Comm. Workers (273090)	835	302	36.2	529	63.4	240	28.7	260	31.1	4	0.5
Media & Comm. Equipment Workers (274000)	3,050	2,303	75.5	745	24.4	2,030	66.6	625	20.5	110	3.6
Photographers (274021)	1,590	1,104	69.4	485	30.5	970	61.0	405	25.5	30	1.9
TV, Video, & Motion Pict. Camera Oper. (274030)	390	305	78.2	90	23.1	285	73.1	60	15.4	0	0.0
BC & Sound Engrng, Techs, Etc. (2740XX)	1,070	894	83.6	170	15.9	775	72.4	160	15.0	80	7.5
Healthcare Practitioners & Tech. Occs. (290001)	85,625	21,547	25.2	64,047	74.8	18,134	21.2	55,190	64.5	856	1.0
Health Diag. & Treating Practitioners (291000)	61,470	16,694	27.2	44,782	72.9	14,139	23.0	39,460	64.2	531	0.9
Chiropractors (291011)	615	430	69.9	184	29.9	430	69.9	130	21.1	0	0.0
Dentists (291020)	2,380	2,065	87.5	294	12.5	1,890	80.1	190	8.1	80	3.4
Dietitians & Nutritionists (291031)	1,210	114	9.4	1,100	90.9	80	6.6	905	74.8	30	2.5
Optometrists (291041)	385	265	68.8	124	32.2	265	68.8	120	31.2	0	0.0
Pharmacists (291051)	2,420	1,294	53.5	1,130	46.7	1,265	52.3	1,035	42.8	4	0.2
Physicians & Surgeons (291060)	11,350	8,400	74.0	2,944	25.9	6,830	60.2	2,140	18.9	195	1.7
Physician Assistants (291071)	980	255	26.0	727	74.2	205	20.9	640	65.3	0	0.0
Podiatrists (291081)	160	149	93.1	15	9.4	145	90.6	15	9.4	0	0.0
Registered Nurses (291111)	33,335	2,113	6.3	31,220	93.7	1,660	5.0	27,610	82.8	135	0.4
Audiologists (291121)	180	20	11.1	160	88.9	20	11.1	160	88.9	0	0.0
Occupational Therapists (291122)	1,065	30	2.8	1,040	97.7	30	2.8	1,000	93.9	0	0.0
Physical Therapists (291123)	2,315	418	18.1	1,893	81.8	340	14.7	1,755	75.8	44	1.9
Radiation Therapists (291124)	210	35	16.7	175	83.3	35	16.7	175	83.3	0	0.0
Recreational Therapists (291125)	625	64	10.2	565	90.4	50	8.0	535	85.6	10	1.6
Respiratory Therapists (291126)	1,035	335	32.4	704	68.0	250	24.2	685	64.3	25	2.4
Speech-Language Pathologists (291127)	1,320	49	3.7	1,269	96.1	35	2.7	1,220	92.4	4	0.3
Therapists, All Other (291129)	930	234	25.2	694	74.6	230	24.7	640	68.8	4	0.4
Veterinarians (291131)	875	412	47.1	460	52.6	375	42.9	445	50.9	0	0.0
Health Diag. & Treating Pract., All Other (291199)	100	12	12.0	84	84.0	4	4.0	80	80.0	0	0.0
Health Technologists & Technicians (292000)	22,995	4,284	18.6	18,681	81.2	3,490	15.2	15,295	66.5	275	1.2
Clinical Lab Technologists & Techs. (292010)	4,205	878	20.9	3,318	78.9	670	15.9	2,585	61.5	55	1.3
Dental Hygienists (292021)	2,140	30	1.4	2,110	98.6	30	1.4	2,020	94.4	0	0.0
Diagnostic-Rel. Technologists & Techs. (292030)	3,010	640	21.3	2,369	78.7	500	16.6	2,220	73.8	35	1.2
Emergency Med. Techs & Paramedics (292041)	1,175	832	70.8	335	28.5	800	68.1	325	27.7	10	0.9
Health Diag & Treat. Pract. Supp. Techs. (292050)	3,800	704	18.5	3,094	81.4	505	13.3	2,555	67.2	70	1.8
Lic. Practical & Lic. Vocational Nurses (292061)	6,380	389	6.1	5,992	93.9	280	4.5	4,495	70.5	35	0.5
Medical Records & Health Info. Techs. (292071)	765	100	13.2	655	86.8	85	11.3	455	60.3	0	0.0
Opticians, Dispensing (292081)	585	358	61.2	225	38.5	330	56.4	190	32.5	20	3.4
Misc. Health Technologists & Techs. (292090)	945	353	37.4	583	61.7	280	29.6	450	47.6	50	5.3
Other Healthcare Pract. & Tech. Occs. (299000)	1,160	569	49.1	584	50.3	505	43.5	435	37.5	50	4.3

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
53	0.8	113	1.7	134	2.1	649	10.0	464	7.2	Physical Scientists (192000)
0	0.0	4	2.1	0	0.0	10	5.1	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.2	45	1.8	75	3.1	185	7.6	160	6.5	Chemists & Materials Scientists (192030)
0	0.0	4	0.5	10	1.3	19	2.6	0	0.0	Environ. Scientists & Geoscientists (192040)
49	1.6	60	2.0	49	1.6	435	14.5	304	10.1	Physical Scientists, All Other (192099)
80	1.3	44	0.7	79	1.3	108	1.8	131	2.1	Social Scientists & Related Workers (193000)
0	0.0	15	4.4	10	2.9	15	4.4	10	2.9	Economists (193011)
25	1.5	4	0.2	24	1.4	20	1.2	65	3.8	Market & Survey Researchers (193020)
55	1.6	25	0.7	45	1.3	65	1.9	48	1.4	Psychologists (193030)
0	0.0	0	0.0	0	0.0	4	1.4	4	1.4	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	1.0	4	1.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
150	4.5	94	2.8	95	2.8	185	5.5	83	2.5	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	35	17.9	10	5.1	12	6.2	4	2.1	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	15	10.7	10	7.1	Biological Technicians (194021)
65	5.9	45	4.1	35	3.2	83	7.5	19	1.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
85	4.6	14	0.8	50	2.7	75	4.1	50	2.7	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
3,015	10.8	669	2.4	1,764	6.3	367	1.3	377	1.3	Community & Social Services Occs. (210001)
2,950	12.8	570	2.5	1,705	7.4	153	0.7	313	1.4	Counselors, Soc. Workers, & Others (211000)
960	11.1	175	2.0	400	4.6	70	0.8	79	0.9	Counselors (211010)
1,515	13.9	305	2.8	965	8.8	54	0.5	154	1.4	Social Workers (211020)
475	13.8	90	2.8	340	9.9	29	0.8	80	2.3	Misc. Comm. & Soc. Serv. Specialists (211090)
65	1.3	99	2.0	69	1.2	214	4.3	64	1.3	Religious Workers (212000)
35	1.0	85	2.4	14	0.4	174	4.8	30	0.8	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.1	Directors, Religious Activities & Educ. (212021)
30	2.9	14	1.4	45	4.3	40	3.9	30	2.9	Religious Workers, All Other (212099)
634	2.7	114	0.5	470	2.0	296	1.3	306	1.3	Legal Occupations (230001)
249	1.6	65	0.4	155	1.0	256	1.6	152	1.0	Lawyers, Judges, & Related Workers (231000)
205	1.4	65	0.4	145	1.0	242	1.7	138	0.9	Lawyers (231011)
44	4.6	0	0.0	10	1.0	14	1.5	14	1.5	Judges, Magistrates, & Other Jud. Wrks (231020)
385	4.9	49	0.6	315	4.0	40	0.6	154	2.0	Legal Support Workers (232000)
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)
4,218	3.8	1,184	1.1	3,719	3.4	1,344	1.2	2,286	2.1	Education, Training, & Library Occs. (250001)
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)
1,909	2.9	419	0.6	1,650	2.5	209	0.3	941	1.4	Primary, Sec. & Special Ed. Teachers (252000)
465	6.5	74	1.0	405	5.7	10	0.1	143	2.0	Preschool & Kindergarten Teachers (252010)
1,139	2.7	225	0.5	980	2.3	155	0.4	645	1.5	Elementary & Middle School Teachers (252020)
245	1.9	95	0.7	200	1.6	44	0.3	129	1.0	Secondary School Teachers (252030)
60	1.7	25	0.7	65	1.8	0	0.0	24	0.7	Special Education Teachers (252040)
385	4.2	130	1.4	225	2.5	114	1.2	235	2.6	Other Teachers & Instructors (253000)
150	2.9	50	1.0	94	1.8	98	1.9	173	3.4	Librarians, Curators, & Archvists (254000)
20	2.5	0	0.0	0	0.0	19	2.4	44	5.5	Archivists, Curators, & Museum Techs. (254010)
95	2.8	30	0.9	90	2.6	69	2.0	110	3.2	Librarians (254021)
35	3.9	20	2.2	4	0.4	10	1.1	19	2.1	Library Technicians (254031)
1,375	9.4	200	1.4	1,345	9.2	54	0.4	260	1.8	Other Educ., Training, & Library Occs. (259000)
1,345	9.7	175	1.3	1,345	9.7	44	0.3	260	1.9	Teacher Assistants (259041)
30	3.9	25	3.3	0	0.0	10	1.3	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
480	1.3	712	1.9	709	1.9	562	1.6	510	1.3	Arts, Des., Entert., Sports, & Media Occs. (270001)
190	1.2	225	1.4	240	1.5	193	1.2	227	1.4	Art & Design Workers (271000)
30	0.9	45	1.3	35	1.0	24	0.7	62	1.8	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	6,465	4,242	65.6	2,215	34.3	3,460	53.5	1,564	24.2	20	0.3
Astronomers & Physicists (192010)	195	169	86.7	25	12.8	155	79.6	25	12.8	0	0.0
Atmospheric & Space Scientists (192021)	60	70	87.5	4	5.0	70	87.5	4	5.0	0	0.0
Chemists & Materials Scientists (192030)	2,445	1,605	65.8	844	34.5	1,375	56.2	605	24.7	0	0.0
Environ. Scientists & Geoscientists (192040)	745	573	76.9	165	22.1	550	73.8	155	20.8	0	0.0
Physical Scientists, All Other (192099)	3,000	1,825	60.8	1,177	39.2	1,310	43.7	775	25.8	20	0.7
Social Scientists & Related Workers (193000)	6,165	2,749	44.6	3,400	55.2	2,540	41.2	3,110	50.4	57	0.9
Economists (193011)	340	235	69.1	100	29.4	205	60.3	80	23.5	0	0.0
Market & Survey Researchers (193020)	1,705	813	47.7	889	52.1	785	46.0	775	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Urban & Regional Planners (193051)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Life, Physical, & Soc. Science Techs. (194000)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,165	34.4	94	2.8
Agric. & Food Science Technicians (194011)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Biological Technicians (194021)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Chemical Technicians (194031)	1,110	788	71.9	309	27.8	620	55.9	190	17.1	50	4.5
Geological & Petroleum Technicians (194041)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	1,850	804	43.5	1,040	56.2	675	36.5	855	48.2	40	2.2
Community & Social Services Occs. (210001)	27,880	8,600	30.9	18,178	65.0	7,190	25.7	13,020	48.6	1,574	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,655	50.2	1,329	5.8
Counselors (211010)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Social Workers (211020)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Misc. Comm. & Soc. Serv. Specialists (211090)	3,430	1,199	35.0	2,235	65.2	835	24.3	1,340	39.1	245	7.1
Religious Workers (212000)	4,980	3,328	66.8	1,653	33.2	2,770	55.8	1,465	29.4	245	4.9
Clergy (212011)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Directors, Religious Activities & Educ. (212021)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Religious Workers, All Other (212099)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,460	12,475	53.2	10,985	46.9	11,725	50.0	8,585	40.9	340	1.4
Lawyers, Judges, & Related Workers (231000)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Lawyers (231011)	14,810	10,702	73.3	3,908	26.7	10,170	69.8	3,420	23.4	225	1.5
Judges, Magistrates, & Other Jud. Wrks (231020)	965	519	53.8	443	45.9	480	49.7	376	38.9	25	2.6
Legal Support Workers (232000)	7,885	1,254	15.9	6,644	84.3	1,075	13.6	5,780	73.4	80	1.1
Paralegals & Legal Assistants (232011)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Miscellaneous Legal Support Workers (232090)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Education, Training, & Library Occs. (250001)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,660	64.7	1,454	1.3
Postsecondary Teachers (251000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Primary, Sec. & Special Ed. Teachers (252000)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,873	96.8	95	1.3	5,880	82.5	40	0.6
Elementary & Middle School Teachers (252020)	42,280	9,095	21.5	33,184	78.5	8,305	19.6	30,420	71.9	410	1.0
Secondary School Teachers (252030)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Special Education Teachers (252040)	3,665	495	13.9	3,064	86.9	430	12.1	2,915	81.8	40	1.1
Other Teachers & Instructors (253000)	9,155	2,933	32.0	6,215	67.9	2,530	27.8	5,370	58.7	159	1.7
Librarians, Curators, & Archivists (254000)	5,145	1,088	21.1	4,062	79.0	865	16.8	3,845	70.8	75	1.5
Archivists, Curators, & Museum Techs. (254010)	805	369	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Librarians (254021)	3,445	474	13.8	2,970	86.2	375	10.9	2,675	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	535	59.8	40	4.5
Other Educ., Training, & Library Occs. (259000)	14,645	1,374	9.4	13,260	90.5	945	6.6	10,280	70.2	175	1.2
Teacher Assistants (259041)	13,885	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Other Educ., Training, & Library Wrks (2590XX)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Arts, Des., Entert., Sports, & Media Occs. (270001)	38,310	20,177	52.7	18,059	47.1	18,080	47.2	16,360	42.7	823	2.1
Art & Design Workers (271000)	15,780	7,238	45.9	8,527	54.0	6,810	41.9	7,870	49.9	210	1.3
Artists & Related Workers (271010)	3,360	1,664	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
76,358	4.3	70,774	4.0	63,632	3.6	40,619	2.3	33,675	1.9	Total Civilian Labor Force
6,910	2.6	4,448	1.6	3,678	1.4	5,416	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)
3,173	1.8	3,278	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	50	0.2	463	2.2	69	0.3	Chief Executives (111011)
200	1.6	290	2.3	65	0.5	269	2.1	64	0.5	General & Operations Mgrs. (111021)
30	8.7	0	0.0	20	5.8	14	4.1	0	0.0	Legislators (111031)
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)
285	1.3	260	1.2	215	1.0	389	1.8	350	1.7	Marketing & Sales Mgrs. (112020)
45	4.6	8	0.8	4	0.4	0	0.0	4	0.4	Public Relations Mgrs. (112031)
910	2.1	875	2.1	528	1.2	787	1.9	655	1.5	Operations Specialties Mgrs. (113000)
0	0.0	35	2.1	34	2.1	20	1.2	25	1.5	Administrative Services Mgrs. (113011)
70	1.2	85	1.4	19	0.3	185	3.1	54	0.9	Computer & Info. Systems Mgrs. (113021)
480	2.6	315	1.7	230	1.2	379	2.0	308	1.6	Financial Managers (113031)
215	3.5	140	2.3	120	2.0	80	1.3	93	1.5	Human Resources Mgrs. (113040)
45	1.0	140	3.0	45	1.0	64	1.4	85	1.8	Industrial Production Mgrs. (113051)
75	2.6	45	1.5	65	2.2	15	0.6	90	3.0	Purchasing Managers (113061)
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)
1,639	2.2	1,544	2.1	984	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)
0	0.0	65	8.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
395	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)
0	0.0	85	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)
0	0.0	10	3.8	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.9	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Wholesale & Ref. Buyers, Exc. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Wholesale, Ret., Etc. (131023)
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)
35	2.4	45	3.1	25	1.7	19	1.3	70	4.8	Compliance Officers, Exc. Agrl., Etc. (131041)
0	0.0	10	0.8	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
860	6.7	160	1.2	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Legislators (131081)
325	2.7	180	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)
185	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)
1,639	3.4	617	1.3	846	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)
985	3.5	335	1.2	485	1.7	404	1.4	819	2.9	Accountants & Auditors (132011)
10	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

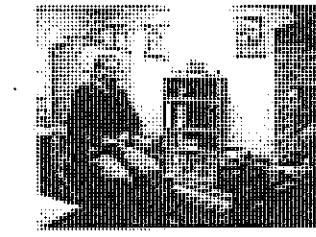
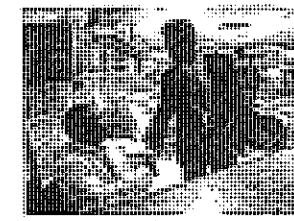
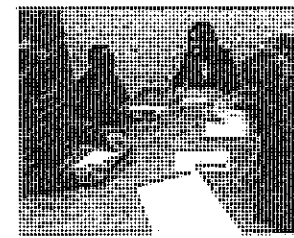
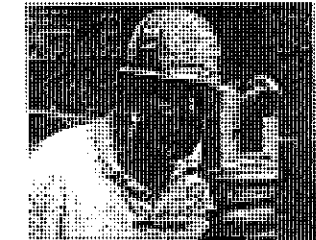
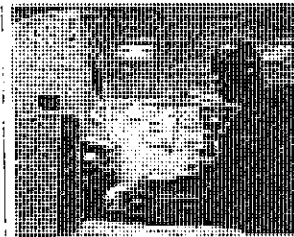
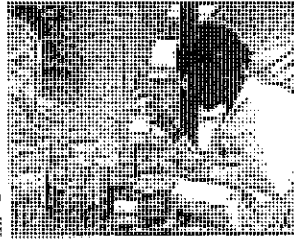
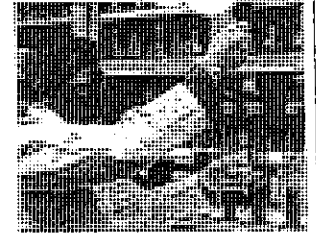
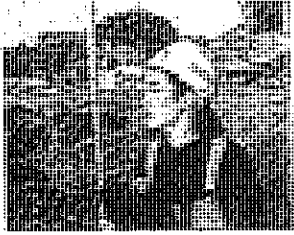
Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
<i>Total Civilian Labor Force</i>	<i>1,757,139</i>	<i>918,028</i>	<i>52.2</i>	<i>838,344</i>	<i>47.7</i>	<i>744,504</i>	<i>42.4</i>	<i>664,879</i>	<i>37.8</i>	<i>62,231</i>	<i>3.5</i>
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,876	159,068	59.0	110,547	41.0	144,195	53.5	98,010	35.6	6,010	1.9
<i>Management Occupations (110001)</i>	<i>176,185</i>	<i>112,949</i>	<i>64.5</i>	<i>62,224</i>	<i>35.5</i>	<i>102,780</i>	<i>58.7</i>	<i>55,135</i>	<i>31.5</i>	<i>3,058</i>	<i>1.7</i>
Top Executives (111000)	34,085	27,181	70.7	8,908	20.3	25,440	74.6	8,360	18.7	430	1.3
Chief Executives (111011)	21,345	17,743	83.1	3,604	16.9	16,790	78.7	3,435	16.1	205	1.0
General & Operations Mgrs. (111021)	12,395	9,224	74.4	3,169	25.6	8,450	68.2	2,840	22.9	225	1.8
Legislators (111031)	345	214	62.0	135	39.1	200	58.0	85	24.6	0	0.0
Advert., Marketing, Promo., Pub. Rel. (112000)	23,610	13,866	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs. (112011)	1,495	659	44.1	832	55.7	620	41.5	820	54.8	10	0.7
Marketing & Sales Mgrs. (112020)	21,120	12,774	60.5	8,345	39.5	11,780	55.8	7,495	35.6	335	1.6
Public Relations Mgrs. (112031)	995	433	43.5	558	56.1	410	41.2	505	50.8	15	1.6
Operations Specialties Mgrs. (113000)	42,525	25,851	60.8	16,668	39.2	23,445	55.1	14,575	34.3	744	1.7
Administrative Services Mgrs. (113011)	1,635	1,040	63.6	594	36.3	965	59.0	535	32.7	20	1.2
Computer & Info. Systems Mgrs. (113021)	6,010	4,245	70.8	1,763	29.3	3,855	64.1	1,620	27.0	120	2.0
Financial Managers (113031)	18,790	10,818	58.5	8,183	43.4	9,705	51.6	7,145	38.0	219	1.2
Human Resources Mgrs. (113040)	6,100	2,630	43.1	3,473	56.9	2,170	35.6	3,045	49.9	240	3.9
Industrial Production Mgrs. (113051)	4,675	3,684	78.8	990	21.2	3,415	73.0	815	17.4	65	1.4
Purchasing Managers (113061)	2,955	1,680	56.9	1,275	43.1	1,600	54.1	1,045	35.4	20	0.7
Transp., Storage, & Dist. Mgrs. (113071)	2,360	1,954	82.8	410	17.4	1,735	73.5	370	15.7	60	2.5
Other Management Occupations (119000)	74,985	46,051	61.4	28,913	38.6	41,075	54.8	25,380	33.9	1,524	2.0
Farm, Ranch, & Other Agric. Mgrs. (119011)	976	879	89.8	300	30.8	645	55.9	280	28.7	35	0.0
Farmers & Ranchers (119012)	1,265	995	78.7	275	21.7	985	77.9	265	20.9	0	0.0
Construction Managers (119021)	7,480	7,083	94.7	398	5.3	6,720	89.8	360	4.8	99	1.3
Education Administrators (119030)	9,935	4,158	41.9	5,779	58.2	3,695	37.2	5,060	50.9	285	2.7
Engineering Managers (119041)	2,360	2,214	93.8	145	6.1	2,000	84.7	145	6.1	40	1.7
Food Service Managers (119051)	7,820	4,873	62.3	2,944	37.8	3,835	49.0	2,530	32.4	160	2.0
Funeral Directors (119061)	580	509	87.8	70	12.1	455	78.4	70	12.1	35	6.0
Gaming Managers (119071)	385	228	59.2	154	40.0	220	57.1	135	35.1	6	0.0
Lodging Managers (119081)	865	454	52.5	410	47.4	340	39.3	325	37.6	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,358	70.3	1,650	26.6	3,905	63.0	60	1.0
Natural Sciences Managers (119121)	360	250	69.4	110	30.8	200	55.6	100	27.8	0	0.0
Postmasters & Mail Superintendents (119131)	275	175	63.6	105	38.2	165	60.0	95	34.5	0	0.0
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,475	2,675	59.8	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,550	1,109	31.2	2,438	68.7	880	24.8	2,015	56.8	190	5.4
Managers, All Other (119199)	28,440	18,815	66.2	9,629	33.9	16,975	59.7	8,485	29.8	495	1.7
<i>Business & Financial Oper. Occs. (130001)</i>	<i>94,490</i>	<i>46,119</i>	<i>48.8</i>	<i>48,323</i>	<i>51.1</i>	<i>41,415</i>	<i>43.8</i>	<i>40,876</i>	<i>43.3</i>	<i>1,052</i>	<i>2.1</i>
Business Operations Specialists (131000)	45,645	20,718	45.4	24,907	54.6	18,410	40.3	21,076	48.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Wholesale & Retail Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,390	49.6	40	1.4
Purch. Agts, Exc. Wholesale, Retail, Etc. (131023)	4,015	1,887	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	8,276	2,134	25.8	4,134	50.0	1,865	22.7	3,405	41.3	175	2.1
Compliance Officers, Exc. Agric., Etc. (131041)	1,445	724	50.1	720	50.0	590	40.8	690	48.0	70	4.8
Cost Estimators (131051)	1,205	1,074	89.1	130	10.8	1,060	88.0	110	9.1	0	0.0
Human Res., Training, & Labor Rel. Spec. (131070)	12,900	4,408	34.2	8,500	65.9	3,825	29.7	6,970	54.0	270	2.1
Logisticians (131081)	450	267	59.3	172	38.2	255	56.7	150	33.3	4	0.9
Management Analysts (131111)	12,235	7,304	59.7	4,933	40.3	6,540	53.5	4,375	35.8	144	1.2
Meeting & Convention Planners (131121)	705	115	16.3	594	84.3	80	11.3	635	75.9	35	5.0
Other Business Operations Specialists (1311XX)	3,075	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,985	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	680	39.7	40	2.8

Connecticut Labor Force Data for Affirmative Action Plans

1st Quarter - 2015

*"All of us do not have equal talent, but all of us should have an equal opportunity to develop our talents."
John F. Kennedy*



CT DOL Unemployment Statistics for Affirmative Action Plans 1st Quarter 2015

LMAName	SOC_Title	SOCCode_5	Total	Total male	Total female	White male	White female	Black male	Black female	Hispanic male	Hispanic female	Other male	Other female
Connecticut	Management Occupations	11	3162	1828	1334	1363	895	148	190	150	138	167	111
Connecticut	Postsecondary Teachers	25.10	143	45	98	19	35	16	30	6	26	4	7
Connecticut	Other Education, Training, & Library Occupations	25.90	384	86	298	33	109	31	85	13	70	9	34
Connecticut	Entertainers & Performers, Sports & Related Workers	27.20	160	100	60	69	26	11	16	10	7	10	11
Hartford-West Hartford-East Hartford LMA	Financial Specialists	13.20	191	87	104	49	69	10	17	7	12	21	6
Hartford-West Hartford-East Hartford LMA	Other Education, Training, & Library Occupations	25.90	87	22	65	6	19	13	17	1	21	2	8
Hartford-West Hartford-East Hartford LMA	Protective Service Occupations	33	166	116	50	50	10	32	27	25	8	9	5
Hartford-West Hartford-East Hartford LMA	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	41	33	8	14	7	7	1	9	0	3	0
Hartford-West Hartford-East Hartford LMA	Building Cleaning & Pest Control Workers	37.20	248	124	124	32	23	39	24	44	69	9	8
Hartford-West Hartford-East Hartford LMA	Secretaries & Administrative Assistants	43.60	271	8	263	3	140	3	55	2	44	0	24
Hartford-West Hartford-East Hartford LMA	Other Office & Administrative Support Workers	43.90	487	97	390	43	156	25	126	9	71	20	37
Hartford-West Hartford-East Hartford LMA	Construction Trades Workers	47.20	1538	1507	31	943	15	193	7	246	8	125	1

EEO Residence Data Results for Total US

Number of People

Geography	Occupation Census/SOC Code	Sex	Total	White non- Hispanic	Hispanic	Black non- Hispanic	AIAN non- Hispanic	Asian non- Hispanic	NIOP non- Hispanic	Black & White	AIAN & White	AIAN & Black	Asian & White	Balance 2+ Races,
US Total	Education Administrators (023) SOC 11-9030	Total	703600	551040	41355	83740	4820	14565	680	650	1990	625	1075	3560
		Male	276750	225340	14305	26575	1675	3875	205	170	690	170	350	1395
		Female	426850	325700	27050	57165	2645	8690	475	480	1300	455	725	2165

Source: US Census Bureau, Census 2000 special tabulation

US Total 119030

Total
695700

TM
273975

TF
421725

WM
225340

WF
325700

BM
26575

BF
57165

HM
14305

HF
27050

OM
7755

OF
11810

DIGEST OF EDUCATION STATISTICS

FALL 2011

TABLE 204: FULL-TIME INSTRUCTIONAL FACULTY IN DEGREE-GRANTING INSTITUTIONS
 315.20 BY RACE/ETHNICITY, SEX AND ACADEMIC RANK

STAFF	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
PROFESSOR	177,266	125,463	51,803	106,039	44,295	3,984	2,533	3,499	1,681	11,941	3,294
		70.8%	29.2%	59.8%	25.0%	2.2%	1.4%	2.0%	0.9%	6.7%	1.9%
ASSOCIATE PROFESSOR	149,215	85,875	63,340	68,447	50,924	4,373	4,322	3,437	2,706	9,618	5,388
		57.6%	42.4%	45.9%	34.1%	2.9%	2.9%	2.3%	1.8%	6.4%	3.6%
ASSISTANT PROFESSOR	156,959	77,958	79,001	58,531	59,483	4,458	6,536	3,692	3,736	11,277	9,246
		49.7%	50.3%	37.3%	37.9%	2.8%	4.2%	2.4%	2.4%	7.2%	5.9%
INSTRUCTORS	102,998	45,271	57,727	35,870	44,833	3,136	5,464	3,133	3,773	3,132	3,657
		44.0%	56.0%	34.8%	43.5%	3.0%	5.3%	3.0%	3.7%	3.0%	3.6%
LECTURER	31,875	14,381	17,494	11,720	14,103	751	937	753	1,020	1,157	1,434
		45.1%	54.9%	36.8%	44.2%	2.4%	2.9%	2.4%	3.2%	3.6%	4.5%
OTHER FACULTY	88,772	44,664	44,108	35,194	34,250	1,958	3,197	1,831	2,070	5,681	4,591
		50.3%	49.7%	39.6%	38.6%	2.2%	3.6%	2.1%	2.3%	6.4%	5.2%

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2011 Integrated Postsecondary Education Data System (IPEDS), Winter 2011-12. (This data in this table was prepared July 2012.)

Other faculty	44,149	31,113	8,126	20.7	3,048	1,615	3,250	---	---	213	---	1,308	3,602
2011													
Total	761,619	563,689	147,517	20.7	41,649	31,331	66,887	65,438	1,449	3,529	4,121	17,000	33,413
Professors	181,508	150,334	27,588	15.5	6,517	5,180	14,646	14,425	221	589	656	2,202	1,384
Associate professors	155,200	119,371	30,648	20.4	8,695	6,143	14,409	14,129	280	597	804	2,477	2,704
Assistant professors	174,045	118,014	39,988	25.3	10,994	7,428	19,822	19,443	379	701	1,043	4,926	11,117
Instructors	109,054	80,703	23,160	22.3	8,600	6,906	5,808	5,449	359	981	865	3,263	1,928
Lecturers	34,477	25,823	6,262	19.5	1,688	1,773	2,456	2,421	35	135	210	849	1,543
Other faculty	107,335	69,444	19,871	22.2	5,155	3,901	9,746	9,571	175	526	543	3,283	14,737
Males	426,982	315,801	79,805	20.2	18,660	16,345	41,057	40,357	700	1,749	1,994	9,602	21,774
Professors	128,648	106,039	19,841	15.8	3,984	3,499	11,579	11,420	159	362	417	1,643	1,125
Associate professors	89,741	68,447	17,865	20.7	4,373	3,437	9,305	9,142	163	313	437	1,574	1,855
Assistant professors	88,168	58,531	19,881	25.4	4,458	3,692	10,974	10,820	154	303	454	2,693	7,063
Instructors	48,130	35,870	9,749	21.4	3,136	3,133	2,669	2,526	143	463	348	1,487	1,024
Lecturers	15,689	11,720	2,740	18.9	751	753	1,110	1,090	20	47	79	410	819
Other faculty	56,606	35,194	9,729	21.7	1,958	1,831	5,420	5,359	61	261	259	1,795	9,888
Females	334,637	247,888	67,712	21.5	22,989	14,986	25,830	25,081	749	1,780	2,127	7,398	11,639
Professors	52,860	44,295	7,747	14.9	2,533	1,681	3,067	3,005	62	227	239	559	259
Associate professors	65,459	50,924	12,783	20.1	4,322	2,706	5,104	4,987	117	284	367	903	849
Assistant professors	85,877	59,483	20,107	25.3	6,536	3,736	8,848	8,623	225	398	589	2,233	4,054
Instructors	60,924	44,833	13,411	23.0	5,464	3,773	3,139	2,923	216	518	517	1,776	904
Lecturers	18,788	14,103	3,522	20.0	937	1,020	1,346	1,331	15	88	131	439	724
Other faculty	50,729	34,250	10,142	22.8	3,197	2,070	4,326	4,212	114	265	284	1,488	4,849

---Not available.

\1\Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

\2\Race/ethnicity not collected.

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. Race categories exclude persons of Hispanic ethnicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2007-08, Winter 2009-10, and Winter 2011-12, Human Resources component, Fall Staff section. (This table was prepared July 2012.)

Table 1. Employees in degree-granting institutions, by race/ethnicity, sex, employment status, control and level of institution and primary occupation:
 Fall 2011

Sex, employment status, control and level of institution, and primary occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Executive*/Administrative/Managerial	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Faculty (Instruction, research & public service)	1399677	721610	678067	585856	538889	43797	61495	33028	32243	58929	45440
Professional Staff	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Other Professionals	755100	291037	464063	224265	343049	26900	54985	17363	30543	22509	35486
Nonprofessional Staff	881036	336844	544192	222225	361876	57036	95619	39632	59177	17951	27520

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter-2011-12, Human Resources component, Fall Staff section. (This table was prepared July 2012).

Table 287. Employees in degree-granting institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2011

Sex, employment status, control and level of institution, and primary occupation	Total	White	Minority							Two or more races	Race/ethnicity unknown	Non-resident alien
			Total	Per-cent\1\	Black	Hispanic	Asian	Pacific Islander	American Indian/Alaska Native			
	2	3	4	5	6	7	8	9	10	11	12	13
All institutions	3,840,980	2,641,977	886,588	25.1	376,063	238,830	213,807	7,864	20,808	29,216	144,366	168,049
Professional staff	2,923,961	2,057,876	582,639	22.1	223,408	140,021	177,622	5,572	13,814	22,202	122,456	160,990
Executive/administrative/managerial faculty (instruction/research/public service)	238,718	186,384	46,633	20.0	22,495	12,816	8,217	351	1,227	1,527	4,717	984
Graduate assistants	1,523,615	1,124,745	284,394	20.2	105,292	65,271	94,065	3,069	7,235	9,462	71,823	42,653
Other professional	355,916	179,433	56,936	24.1	13,736	14,028	23,107	549	1,193	4,323	23,074	96,473
Nonprofessional staff	805,712	567,314	194,676	25.5	81,885	47,906	52,233	1,603	4,159	6,890	22,842	20,880
Males	917,019	584,101	303,949	34.2	152,655	98,809	36,185	2,292	6,994	7,014	21,910	7,059
Professional staff	1,754,713	1,210,791	371,721	23.5	141,656	101,701	104,131	3,411	8,847	11,975	70,554	101,647
Executive/administrative/managerial faculty (instruction/research/public service)	1,402,698	988,566	254,665	20.5	84,620	62,069	89,903	2,495	6,040	9,538	61,017	98,450
Graduate assistants	109,374	87,761	18,849	17.7	8,572	5,198	3,783	167	523	606	2,224	540
Other professional	789,197	585,856	140,179	19.3	43,797	33,028	54,076	1,393	3,460	4,425	36,475	26,687
Nonprofessional staff	188,468	90,684	26,335	22.5	5,351	6,480	11,721	277	529	1,977	12,238	59,211
Females	315,659	224,265	69,302	23.6	26,900	17,363	20,323	658	1,528	2,530	10,080	12,012
Professional staff	352,015	222,225	117,056	34.5	57,036	39,632	14,228	916	2,807	2,437	9,537	3,197
Executive/administrative/managerial faculty (instruction/research/public service)	2,086,267	1,431,186	514,867	26.5	234,407	137,129	109,676	4,453	11,961	17,241	73,812	66,402
Graduate assistants	1,521,263	1,069,310	327,974	23.5	138,788	77,952	87,719	3,077	7,774	12,664	61,439	62,540
Other professional	129,344	98,623	27,784	22.0	13,923	7,618	4,434	184	704	921	2,493	444
Nonprofessional staff	734,418	538,889	144,215	21.1	61,495	32,243	39,989	1,676	3,775	5,037	35,348	15,966
Full-time	167,448	88,749	30,601	25.6	8,385	7,548	11,386	272	664	2,346	10,836	37,262
Professional staff	490,053	343,049	125,374	26.8	54,985	30,543	31,910	945	2,631	4,360	12,762	8,868
Executive/administrative/managerial faculty (instruction/research/public service)	565,004	361,876	186,893	34.1	95,619	59,177	21,957	1,376	4,187	4,577	12,373	3,862
Graduate assistants	2,435,533	1,708,829	616,778	26.5	265,974	166,970	148,225	4,753	14,110	16,746	52,917	57,009
Other professional	1,693,088	1,235,717	366,583	22.9	137,245	86,565	119,613	3,183	8,383	11,594	38,489	52,299
Nonprofessional staff	231,602	180,522	45,645	20.2	22,124	12,577	7,922	339	1,199	1,484	4,536	899
Full-time	761,619	563,689	147,517	20.7	41,649	31,331	65,438	1,449	3,529	4,121	17,000	33,413
Professional staff	699,867	491,506	173,421	26.1	73,472	42,657	46,253	1,395	3,655	5,989	16,953	17,987
Executive/administrative/managerial faculty (instruction/research/public service)	742,445	473,112	250,195	34.6	128,729	80,405	28,612	1,570	5,727	5,152	14,428	4,710
Graduate assistants												
Other professional												
Nonprofessional staff												



2013 Tables and Figures

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DIGEST of EDUCATION STATISTICS

Table 324.20. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2011-12

Year and sex	Number of degrees conferred ¹ to U.S. citizens and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Total															
1976-77 ²	91,218	79,932	3,575	1,533	1,674	240	—	4,264	100.0	91.9	4.1	1.8	1.9	0.3	—
1980-81 ³	97,281	84,200	3,893	1,924	2,267	312	—	4,685	100.0	90.9	4.2	2.1	2.4	0.3	—
1990-91	105,547	81,791	4,429	3,210	5,120	356	—	10,641	100.0	86.2	4.7	3.4	5.4	0.4	—
1995-96	115,507	82,641	6,153	4,361	8,979	607	—	12,766	100.0	80.4	6.0	4.2	8.7	0.6	—
1996-97	118,747	84,244	6,694	4,615	9,730	675	—	12,789	100.0	79.5	6.3	4.4	9.2	0.6	—
1997-98	118,735	83,690	7,018	4,705	9,814	732	—	12,776	100.0	79.0	6.6	4.4	9.3	0.7	—
1998-99	116,700	82,066	7,004	4,959	10,025	774	—	11,872	100.0	78.3	6.7	4.7	9.6	0.7	—
1999-2000	118,736	82,984	7,078	5,042	10,682	708	—	12,242	100.0	77.9	6.6	4.7	10.0	0.7	—
2000-01	119,585	82,321	7,035	5,204	11,587	705	—	12,733	100.0	77.0	6.6	4.9	10.8	0.7	—
2001-02	119,663	81,995	7,570	5,267	11,633	753	—	12,445	100.0	76.5	7.1	4.9	10.8	0.7	—
2002-03	121,579	82,549	7,537	5,503	12,008	759	—	13,223	100.0	76.2	7.0	5.1	11.1	0.7	—
2003-04	126,087	84,695	8,089	5,795	12,371	771	—	14,366	100.0	75.8	7.2	5.2	11.1	0.7	—
2004-05	134,387	89,763	8,527	6,115	13,176	788	—	16,018	100.0	75.8	7.2	5.2	11.1	0.7	—
2005-06	138,056	91,050	8,523	6,202	13,686	929	—	17,666	100.0	75.6	7.1	5.2	11.4	0.8	—
2006-07	144,690	94,248	9,377	6,593	14,924	918	—	18,630	100.0	74.8	7.4	5.2	11.8	0.7	—
2007-08	149,378	97,839	9,463	6,949	15,203	932	—	18,992	100.0	75.0	7.3	5.3	11.7	0.7	—
2008-09	154,425	101,303	10,183	7,490	15,809	978	—	18,662	100.0	74.6	7.5	5.5	11.6	0.7	—
2009-10	158,558	104,426	10,417	8,085	16,625	952	—	18,053	100.0	74.3	7.4	5.8	11.8	0.7	—
2010-11	163,765	105,932	10,925	8,650	17,078	947	1,271	18,962	100.0	73.2	7.5	6.0	11.8	0.7	0.9
2011-12	170,062	109,270	11,740	9,215	17,893	913	1,569	19,462	100.0	72.6	7.8	6.1	11.9	0.6	1.0
Males															
1976-77 ²	71,709	62,977	2,338	1,216	1,311	182	—	3,685	100.0	92.6	3.4	1.8	1.9	0.3	—
1980-81 ³	68,853	59,574	2,206	1,338	1,589	223	—	3,923	100.0	91.8	3.4	2.1	2.4	0.3	—
1990-91	64,242	48,812	1,991	1,835	3,038	196	—	8,370	100.0	87.4	3.6	3.3	5.4	0.4	—
1995-96	67,189	47,420	2,526	2,364	4,987	328	—	9,564	100.0	82.3	4.4	4.1	8.7	0.6	—
1996-97	68,387	48,113	2,704	2,481	5,334	368	—	9,387	100.0	81.5	4.6	4.2	9.0	0.6	—
1997-98	67,232	47,189	2,808	2,525	5,171	364	—	9,175	100.0	81.3	4.8	4.3	8.9	0.6	—
1998-99	65,340	45,802	2,793	2,533	5,382	402	—	8,428	100.0	80.5	4.9	4.5	9.5	0.7	—
1999-2000	64,930	45,308	2,762	2,602	5,467	333	—	8,458	100.0	80.2	4.9	4.6	9.7	0.6	—
2000-01	64,171	44,131	2,655	2,564	5,759	346	—	8,716	100.0	79.6	4.8	4.6	10.4	0.6	—
2001-02	62,731	43,014	2,821	2,586	5,645	357	—	8,308	100.0	79.0	5.2	4.8	10.4	0.7	—
2002-03	62,730	42,569	2,735	2,671	5,683	358	—	8,714	100.0	78.8	5.1	4.9	10.5	0.7	—
2003-04	63,981	43,014	2,888	2,731	5,620	357	—	9,371	100.0	78.8	5.3	5.0	10.3	0.7	—
2004-05	67,257	44,749	2,904	2,863	5,913	370	—	10,458	100.0	78.8	5.1	5.0	10.4	0.7	—
2005-06	68,912	45,476	2,949	2,850	5,977	429	—	11,231	100.0	78.8	5.1	4.9	10.4	0.7	—
2006-07	71,308	46,228	3,225	3,049	6,597	421	—	11,788	100.0	77.7	5.4	5.1	11.1	0.7	—
2007-08	73,453	48,203	3,296	3,146	6,535	447	—	11,826	100.0	78.2	5.3	5.1	10.6	0.7	—
2008-09	75,639	49,861	3,528	3,385	6,904	460	—	11,501	100.0	77.7	5.5	5.3	10.8	0.7	—
2009-10	76,605	50,705	3,622	3,641	7,230	430	—	10,977	100.0	77.3	5.5	5.5	11.0	0.7	—
2010-11	79,654	51,666	3,836	3,985	7,545	454	571	11,597	100.0	75.9	5.6	5.9	11.1	0.7	0.8
2011-12	82,611	53,444	4,108	4,215	7,792	418	701	11,933	100.0	75.6	5.8	6.0	11.0	0.6	1.0
Females															
1976-77 ²	19,509	16,955	1,237	317	363	58	—	579	100.0	89.6	6.5	1.7	1.9	0.3	—
1980-81 ³	28,428	24,626	1,687	586	678	89	—	762	100.0	89.0	6.1	2.1	2.5	0.3	—
1990-91	41,305	32,979	2,438	1,375	2,082	160	—	2,271	100.0	84.5	6.2	3.5	5.3	0.4	—
1995-96	48,318	35,221	3,627	1,997	3,992	279	—	3,202	100.0	78.1	8.0	4.4	8.8	0.6	—
1996-97	50,360	36,131	3,990	2,134	4,396	307	—	3,402	100.0	76.9	8.5	4.5	9.4	0.7	—

Year and sex	Number of degrees conferred ¹ to U.S. citizens and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1997-98	51,503	36,501	4,210	2,180	4,643	368	--	3,601	100.0	76.2	8.8	4.6	9.7	0.8	--
1998-99	51,360	36,264	4,211	2,426	4,643	372	--	3,444	100.0	75.7	8.8	5.1	9.7	0.8	--
1999-2000	53,806	37,676	4,316	2,440	5,215	375	--	3,784	100.0	75.3	8.6	4.9	10.4	0.7	--
2000-01	55,414	38,190	4,380	2,640	5,828	359	--	4,017	100.0	74.3	8.5	5.1	11.3	0.7	--
2001-02	56,932	38,981	4,749	2,681	5,988	396	--	4,137	100.0	73.8	9.0	5.1	11.3	0.8	--
2002-03	58,849	39,980	4,802	2,832	6,325	401	--	4,509	100.0	73.6	8.8	5.2	11.6	0.7	--
2003-04	62,106	41,681	5,201	3,064	6,751	414	--	4,995	100.0	73.0	9.1	5.4	11.8	0.7	--
2004-05	67,130	45,014	5,623	3,252	7,263	418	--	5,560	100.0	73.1	9.1	5.3	11.8	0.7	--
2005-06	69,144	45,574	5,574	3,352	7,709	500	--	6,435	100.0	72.7	8.9	5.3	12.3	0.8	--
2006-07	73,382	48,020	6,152	3,544	8,327	497	--	6,842	100.0	72.2	9.2	5.3	12.5	0.7	--
2007-08	75,925	49,636	6,167	3,803	8,668	485	--	7,166	100.0	72.2	9.0	5.5	12.6	0.7	--
2008-09	78,786	51,442	6,655	4,105	8,905	518	--	7,161	100.0	71.8	9.3	5.7	12.4	0.7	--
2009-10	81,953	53,721	6,795	4,444	9,395	522	--	7,076	100.0	71.7	9.1	5.9	12.5	0.7	--
2010-11	84,111	54,266	7,089	4,665	9,533	493	700	7,365	100.0	70.7	9.2	6.1	12.4	0.6	0.9
2011-12	87,451	55,826	7,632	5,000	10,101	495	868	7,529	100.0	69.9	9.5	6.3	12.6	0.6	1.1

-- Not available.

¹ Includes Ph.D., Ed.D., and comparable degrees at the doctoral level, as well as such degrees as M.D., D.D.S., and law degrees that were formerly classified as first-professional degrees.

² Excludes 600 males and 12 females whose racial/ethnic group was not available.

³ Excludes 714 males and 21 females whose racial/ethnic group was not available.

NOTE: Data through 1990-91 are for institutions of higher education, while later data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of degree, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1978-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:90-99); and IPEDS Fall 2000 through Fall 2012, Completions component. (This table was prepared July 2013.)

2013 Tables and Figures

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National Center for Education Statistics - <http://nces.ed.gov>
U.S. Department of Education

CAA Coaching Data

EAD COACHES	Total	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Baseball Mens	296	296	0	267	0	15	0	11	0	3	0
Basketball Mens	348	348	0	247	0	96	0	3	0	2	0
Basketball Womens	343	141	202	118	149	21	49	1	2	1	2
Cross County Mens	311	273	38	217	29	47	8	8	1	1	0
Football Mens	250	250	0	206	0	39	0	1	0	4	0
Golf Mens	297	293	4	277	3	12	1	0	0	4	0
Golf Womens	254	109	145	99	136	8	0	0	2	2	7
Hacrosse Women's	100	12	88	11	84	0	3	0	0	1	1
Hockey Mens	189	189	0	170	0	8	0	10	0	1	0
Hockey Womens	318	231	87	206	80	11	4	5	1	9	2
Softball Womens	291	102	189	91	169	8	10	2	4	1	6
Swimming Womens	205	175	30	167	30	1	0	3	0	4	0
Tack Indoor Mens	262	239	23	176	13	58	10	3	0	2	0
Tack Indoor Womens	320	258	62	194	33	54	29	4	0	6	0
Tack outdoor Mens	284	257	27	190	17	59	10	5	0	3	0
Tack outdoor Womens	331	264	67	200	36	52	30	7	0	5	1
Volleyball Womens	326	186	140	156	107	7	26	8	2	15	5
ASSISTANT COACHES											
Baseball Mens	768	754	14	679	14	24	0	39	0	12	0
Basketball Mens	1,076	1,065	11	555	5	486	6	11	0	13	0
Basketball Womens	1,016	352	664	211	348	129	296	4	10	8	10
Cross County Mens	502	363	139	277	105	67	29	9	1	10	4
Football Mens	2,791	2,747	44	1788	39	843	5	30	0	86	0
Golf Mens	214	195	19	184	17	4	2	0	0	7	0
Golf Womens	195	80	115	74	103	3	1	1	2	2	9
Hacrosse Women's	188	19	169	17	161	1	2	0	1	1	5
Hockey Mens	408	404	4	336	3	19	0	34	0	15	1
Hockey Womens	605	300	305	258	274	14	10	16	13	12	8
Softball Womens	587	156	431	136	371	14	17	3	19	3	24
Swimming Womens	495	311	184	281	166	8	4	7	1	15	13
Tack Indoor Mens	1,013	779	234	568	139	179	86	12	1	20	8
Tack Indoor Womens	1,179	865	314	612	193	214	111	14	2	25	8
Tack outdoor Mens	1,082	837	245	602	147	195	87	15	2	25	9
Tack outdoor Womens	1,187	869	318	617	194	212	112	17	2	23	10
Volleyball Womens	626	300	326	249	265	11	36	6	8	34	17
Total	18,657	14,019	4,638	10,436	3,430	2,919	984	289	74	375	150
Percentage	100.0%	75.1%	24.9%	55.9%	18.4%	15.6%	5.3%	1.5%	0.4%	2.0%	0.8%



Sport Sponsorship, Participation and Demographics Search

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Head Coaches

2013 - 2014 Division I All Conferences Figures

Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
	Baseball	267	0	15	0	0	0	2	0	11	0	1	0					0	0	297
Basketball	247	0	96	0	1	0	0	0	3	0	0	0					1	0	349	0
Cross Country	217	29	47	8	0	0	1	0	8	1	0	0					0	0	276	38
Fencing	15	2	0	0	0	0	1	0	0	0	0	0					2	0	19	2
Football	206	0	39	0	1	0	1	0	1	0	1	0					1	0	251	0
Golf	277	3	12	1	0	0	3	0	0	0	0	0					1	0	294	4
Gymnastics	15	0	0	0	0	0	1	0	0	0	0	0					0	0	16	0
Ice Hockey	55	0	0	0	0	0	0	0	0	0	0	0					0	0	59	0
Lacrosse	68	0	1	0	0	0	0	0	0	0	0	0					0	0	69	0
Rifle	16	1	0	0	0	0	1	0	0	0	0	0					0	0	17	1
Rowing	27	0	0	0	0	0	0	0	1	0	0	0					0	0	28	0
Skating	14	1	0	0	0	0	0	0	0	0	0	0					2	0	16	1
Soccer	170	0	8	0	0	0	0	0	10	0	0	0					1	0	201	0
Swimming	133	7	1	0	0	0	0	0	3	0	0	0					1	0	138	7
Tennis	205	2	18	0	2	0	8	0	10	0	0	0					4	0	260	3
Track, Indoor	176	13	58	10	1	0	1	0	3	0	0	0					0	0	241	23
Track, Outdoor	190	17	59	10	1	0	1	0	5	0	0	0					1	0	259	27
Volleyball	20	0	0	0	0	0	1	0	0	0	0	0					0	0	23	0
Water Polo	18	0	1	0	0	0	0	0	2	0	0	0					1	0	22	0
Wrestling	71	0	6	0	0	0	0	0	1	0	0	0					0	0	78	0
Other	36	2	1	0	0	0	0	0	0	0	0	0					0	0	40	2

Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
	Basketball	118	149	21	49	0	1	0	0	1	2	0	0					1	1	141
Bowling	8	11	11	4	0	0	0	0	0	0	0	0					0	0	19	15
Cross Country	211	53	47	23	1	0	1	0	7	2	0	0					0	0	271	80
Fencing	17	2	0	1	0	0	1	0	0	0	0	0					2	0	21	4
Field Hockey	9	55	0	1	0	1	0	2	0	1	0	0					2	1	12	69
Golf	99	136	8	0	1	1	0	5	0	2	0	0					1	1	110	153
Gymnastics	32	30	1	0	0	0	1	0	0	0	0	0					0	0	34	31
Ice Hockey	27	6	0	0	0	0	0	0	0	0	0	0					0	0	29	7

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W					M	W	M	W
Lacrosse	11	84	0	3	0	0	1	0	0	0	0	0					0	1	13	91
Rifle	18	5	0	0	0	0	1	0	0	0	0	0					0	0	19	5
Rowing	57	25	2	0	0	0	1	0	1	0	0	0					1	2	64	28
Sand Volleyball	26	10	0	1	0	0	0	0	0	1	0	0					0	0	27	13
Skating	13	2	0	0	0	0	0	0	0	0	0	0					2	0	15	2
Soccer	206	80	11	4	1	0	3	0	5	1	0	1					5	1	240	91
Softball	91	169	8	10	0	2	0	2	2	4	0	1					1	1	102	190
Swimming	167	30	1	0	0	0	1	0	3	0	0	0					3	0	176	31
Tennis	159	90	17	7	1	0	9	2	11	1	0	1					1	2	210	112
Track, Indoor	194	33	54	29	2	0	2	0	4	0	0	0					2	0	261	64
Track, Outdoor	200	36	52	30	1	1	2	0	7	0	0	0					2	0	268	69
Volleyball	156	107	7	26	0	0	7	1	8	2	6	2					2	2	193	141
Water Polo	21	6	1	0	0	0	0	0	4	0	0	0					0	0	27	6
Other	34	22	0	1	0	0	0	0	0	0	0	0					0	0	35	24

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Sport Sponsorship, Participation and Demographics Search

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Select a type of report to search » Sport Sponsorship Data Student-Athlete Data Institutional Data Conference Data

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Assistant Coaches

2013 - 2014 Division I All Conferences Figures

Sport	Men's Teams																Total			
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien			Other		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W		M	W	
Baseball	679	14	24	0	1	0	4	0	39	0	0	0					7	0	765	14
Basketball	555	5	486	6	5	0	3	0	11	0	1	0					4	0	1,083	11
Cross Country	277	105	67	29	0	2	2	1	9	1	0	1					7	1	371	142
Fencing	23	7	0	1	0	0	0	1	0	0	0	0					5	0	31	9
Football	1,788	39	843	5	5	0	6	0	30	0	40	0					35	0	2,764	45
Golf	184	17	4	2	0	0	2	0	0	0	0	0					5	0	202	21
Gymnastics	25	0	0	0	0	0	1	0	3	0	0	0					1	0	31	0
Ice Hockey	134	0	0	0	0	0	0	0	0	0	0	0					1	0	143	0
Lacrosse	152	0	2	0	0	0	1	0	1	0	0	0					3	0	160	0
Rifle	8	3	0	0	0	0	0	0	0	0	0	0					0	0	8	3
Rowing	51	6	0	0	0	0	1	0	0	0	0	0					0	0	53	7
Skating	14	7	0	0	0	0	0	0	0	0	0	0					1	0	16	7
Soccer	336	3	19	0	0	0	3	0	34	0	1	0					11	1	434	4
Swimming	241	109	6	4	0	0	9	2	5	1	0	1					6	1	274	120
Tennis	170	17	11	3	1	0	5	1	8	0	0	0					9	2	253	28
Track, Indoor	568	139	179	86	1	1	2	1	12	1	0	1					17	5	800	244
Track, Outdoor	602	147	195	87	1	1	4	2	15	2	0	1					20	5	860	254
Volleyball	33	2	0	0	0	0	2	0	0	0	0	0					2	0	40	3
Water Polo	22	4	0	0	0	0	1	0	0	0	0	0					1	0	26	4
Wrestling	146	2	9	0	0	0	2	0	5	0	0	0					6	0	168	3
Other	66	12	2	0	0	0	1	0	2	0	0	0					7	1	80	13

Sport	Women's Teams																Total			
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien			Other		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W		M	W	
Basketball	211	348	129	296	0	0	4	6	4	10	0	1					4	3	358	679
Bowling	7	6	4	1	0	0	0	0	0	0	0	0					0	0	11	7
Cross Country	276	124	70	36	1	2	1	0	9	1	0	1					5	1	373	169
Fencing	29	8	0	1	0	0	2	1	0	0	0	0					3	0	36	11
Field Hockey	23	97	0	0	0	0	0	1	1	0	0	0					2	3	42	107
Golf	74	103	3	1	0	0	1	7	1	2	1	0					0	2	84	124

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races	Nonresident Alien	Other		Total			
	M	W	M	W	M	W	M	W	M	W	M	W			M	W	M	W	M	W
Gymnastics	48	56	3	1	1	0	1	2	1	3	0	0					0	1	56	63
Ice Hockey	25	35	0	0	0	0	0	1	0	0	0	0					1	1	27	41
Lacrosse	17	161	1	2	1	0	0	1	0	1	0	0					0	4	19	173
Rifle	9	6	0	0	0	0	0	0	0	0	0	0					0	0	9	6
Rowing	59	142	0	1	0	0	0	1	1	2	0	0					2	3	62	151
Sand Volleyball	20	21	1	2	0	0	3	0	1	2	0	0					0	0	26	26
Skating	11	9	0	0	0	0	0	0	0	0	0	0					1	0	14	9
Soccer	258	274	14	10	0	0	6	2	16	13	0	0					6	6	316	325
Softball	136	371	14	17	1	2	1	9	3	19	0	7					1	6	159	443
Swimming	281	166	8	4	1	0	7	7	7	1	0	1					7	5	320	189
Tennis	110	102	12	6	0	0	4	6	9	11	0	0					4	5	156	166
Track, Indoor	612	193	214	111	2	1	4	2	14	2	0	1					19	4	886	327
Track, Outdoor	617	194	212	112	2	1	4	2	17	2	0	1					17	6	889	331
Volleyball	249	265	11	36	0	1	21	3	6	8	7	5					6	8	307	346
Water Polo	18	16	0	0	0	0	2	0	0	1	0	0					1	0	23	18
Other	35	42	0	1	0	0	1	1	0	0	0	0					6	2	42	46

« Search Again

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

Utilization Analysis (UA)

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

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

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

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

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

Hiring and Promotional Goals

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

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

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

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/AffAction/>.

However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

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

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

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

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotion goals for the period of August 1, 2015 through July 31, 2016.

EXECUTIVE/ADMINISTRATIVE

Hiring

2 White Females

2 Black Females

1 Other Male

1 Other Female

Promotional

1 White Female

FACULTY

PROFESSOR

Hiring

1 White Female

Promotional

11 White Females

6 Other Males

ASSOCIATE PROFESSOR

Hiring

1 Black Male

3 Black Females

3 Hispanic Females

2 Other Females

Promotional

1 Black Male

2 Black Females

1 Hispanic Female

1 Other Female

ASSISTANT PROFESSOR

Hiring

7 White Females

2 Hispanic Males

1 Other Female

Promotional

None

COACHING

Hiring

2 Black Males

1 Black Female

Promotional

1 Hispanic Male

1 Other Male

1 Other Female

PROFESSIONAL/NON-FACULTY

Hiring

5 White Males

2 Black Females

4 Other Males

4 Other Females

Promotional

None

SECRETARIAL CLERICAL (EXCLUDING ADMINISTRATIVE ASSISTANT and SECRETARY 2)

Hiring

4 White Males

1 Black Female

2 Other Females

Promotional

None

SECRETARIAL CLERICAL/ADMINISTRATIVE ASSISTANT

Hiring

1 Black Female

1 Other Female

Promotional

None

SECRETARIAL CLERICAL/SECRETARY 2

Hiring

1 Black Male

Promotional

None

TECHNICAL/PARAPROFESSIONAL

Hiring

3 White Females

1 Black Male

1 Hispanic Female

1 Other Male

Promotional

None

SKILLED CRAFTS

Hiring

1 Black Male

1 Hispanic Male

1 Other Male

Promotional

None

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring

1 White Female
1 Black Male
1 Hispanic Male
1 Hispanic Female
1 Other Male

Promotional

1 White Female

SERVICE MAINTENANCE/CUSTODIANS

Hiring

2 Black Males
2 Black Females
1 Hispanic Male
1 Other Male

Promotional

PROTECTIVE SERVICES

Hiring

4 White Males
1 White Female
1 Hispanic Female
1 Other Male

Promotional

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO1 - Executive Administrative**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%	
WORKFORCE PARITY %			100.0	48.0	52.0	39.1	40.6	3.8	5.7	2.6	3.2	2.5	2.4	
WORKFORCE NOS.			36	22	14	16	12	5	0	1	2	0	0	
WORKFORCE PARITY NOS.				17.3	18.7	14.1	14.6	1.4	2.1	0.9	1.2	0.9	0.9	
NET UTILIZATION (+/-)				4.7	-4.7	1.9	-2.6	3.6	-2.1	0.1	0.8	-0.9	-0.9	
PREVIOUS UTILIZATION*				4.3	-4.3	3.3	-2.3	1.7	-2.0	0.1	0.8	-0.8	-0.8	
HIRING GOALS	Previous Filing's Goals	Short	6	1	5	0	2	0	2	0	0	1	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	3	3	0	1	0	2	0	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short					0.0%		0.0%			0.0%	0.0%	
		Long												
	Current Filing's Goals	Short	6	1	5	0	2	0	2	0	0	0	1	1
		Long	0	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Promos	Total	1	1	0	0	0	0	0	1	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Total												
		UM												
	Current Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

12
1
11
7/31/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %	100.0%	63.4%	36.6%	47.1%	28.8%	4.2%	2.6%	5.2%	1.6%	6.8%	3.7%
WORKFORCE PARITY %	100.0	59.4	40.6	44.9	34.8	2.2	1.5	2.2	1.4	10.1	2.9
WORKFORCE NOS.	191	121	70	90	55	8	5	10	3	13	7
WORKFORCE PARITY NOS.		113.5	77.5	85.8	66.5	4.2	2.9	4.2	2.7	19.3	5.5
NET UTILIZATION (+/-)		7.5	-7.5	4.2	-11.5	3.8	2.1	5.8	0.3	-6.3	1.5
PREVIOUS UTILIZATION		8.4	-8.4	6.5	-13.2	1.8	2.0	5.9	1.0	-5.3	1.6

HIRING GOALS	Previous Filing's Goals	Short	3	1	2	0	2	0	0	0	0	1	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Hires	Short	0	0	0	0	0	0	0	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Short					0.0%						0.0%	
		Long												
	Current Filing's Goals	Short	1	0	1	0	1	0	0	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0	0

PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	15	4	11	0	11	0	0	0	0	4	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Total	20	11	9	7	9	1	0	0	0	3	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Total					81.8%					75.0%	
		UM											
	Current Filing's Goals	Total	17	6	11	0	11	0	0	0	0	6	0
		UM	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Associate Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

18
7
11
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	58.8%	41.2%	44.1%	35.3%	2.2%	1.5%	2.2%	1.5%	10.3%	2.9%	A	
WORKFORCE PARITY %			100.0	54.3	45.7	39.5	31.0	3.8	5.4	1.5	4.4	9.5	4.9	B	
WORKFORCE NOS.			136	80	56	60	48	3	2	3	2	14	4	C	
WORKFORCE PARITY NOS.				73.8	62.2	53.7	42.2	5.2	7.3	2.0	6.0	12.9	6.7	D	
NET UTILIZATION (+/-)				6.2	-6.2	6.3	5.8	-2.2	-5.3	1.0	-4.0	1.1	-2.7	E	
PREVIOUS UTILIZATION				3.6	-3.6	1.2	7.1	-1.4	-3.4	1.0	-4.3	2.9	-2.9	F	
HIRING GOALS	Previous Filing's Goals	Short	5	0	5	0	0	0	2	0	2	0	1	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Filing's Hires	Short	7	6	1	4	1	0	0	0	0	0	2	0	I
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short								0.0%		0.0%		0.0%	K
		Long													L
	Current Filing's Goals	Short	9	1	8	0	0	1	3	0	0	3	0	2	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	6	1	5	0	0	1	1	0	2	0	2	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	21	14	7	10	6	0	0	0	0	0	4	1	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total							0.0%	0.0%		0.0%		50.0%	S
		UM													T
	Current Filing's Goals	Total	5	1	4	0	0	1	2	0	0	1	0	1	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Assistant Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

20
20
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	53.3%	46.7%	37.0%	29.3%	4.3%	6.5%	1.1%	5.4%	10.9%	5.4%	
WORKFORCE PARITY %			100.0	47.3	52.7	35.5	37.1	3.2	5.6	2.7	3.7	5.9	6.5	
WORKFORCE NOS.			92	49	43	34	27	4	6	1	5	10	5	
WORKFORCE PARITY NOS.				43.5	48.5	32.7	34.1	2.9	5.2	2.5	3.4	5.4	6.0	
NET UTILIZATION (+/-)				5.5	-5.5	1.3	-7.1	1.1	0.8	-1.5	1.6	4.6	-1.0	
PREVIOUS UTILIZATION				3.6	-3.6	3.0	-4.5	1.4	-0.7	-1.5	2.0	0.7	-0.7	
HIRING GOALS	Previous Filing's Goals	Short	9	2	7	0	5	0	1	2	0	0	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	40	25	15	13	11	2	2	1	1	9	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short					100.0%		100.0%	50.0%			100.0%	
		Long												
	Current Filing's Goals	Short	10	2	8	0	7	0	0	2	0	0	0	1
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Coaching**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

4
4
0
7/31/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %	100.0%	71.0%	29.0%	61.3%	25.8%	9.7%	3.2%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	74.2	25.8	55.4	18.9	14.6	5.3	1.9	0.6	2.2	1.0
WORKFORCE NOS.	31	22	9	19	8	3	1	0	0	0	0
WORKFORCE PARITY NOS.		23.0	8.0	17.2	5.9	4.5	1.6	0.6	0.2	0.7	0.3
NET UTILIZATION (+/-)		-1.0	1.0	1.8	2.1	-1.5	-0.6	-0.6	-0.2	-0.7	-0.3
PREVIOUS UTILIZATION		-1.7	1.7	2.6	2.9	-3.9	-0.6	0.4	-0.4	-0.8	-0.3

HIRING GOALS	Previous Filing's Goals	Short	7	5	2	0	0	4	1	0	1	1	0
		Long	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Hires	Achiev. % Rate Goals	Short	8	7	1	4	1	3	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Goals	Achiev. % Rate Goals	Short						75.0%	0.0%		0.0%	0.0%	
		Long											
Current Filing's Goals	Achiev. % Rate Goals	Short	6	4	2	0	0	2	1	1	0	1	1
		Long	0	0	0	0	0	0	0	0	0	0	0

PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Achiev. % Rate Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Goals	Achiev. % Rate Goals	Total											
			UM											
	Current Filing's Goals	Achiev. % Rate Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0

NOTE: OF Collective Goal Established

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 3 - Professional Non-faculty**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

15
15
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%	A	
WORKFORCE PARITY %			100.0	43.0	57.0	34.8	42.6	3.5	6.6	2.1	4.2	2.7	3.6	B	
WORKFORCE NOS.			227	94	133	74	101	9	13	9	15	2	4	C	
WORKFORCE PARITY NOS.				97.6	129.4	79.0	96.7	7.9	15.0	4.8	9.5	6.1	8.2	D	
NET UTILIZATION (+/-)				-3.6	3.6	-5.0	4.3	1.1	-2.0	4.2	5.5	-4.1	-4.2	E	
PREVIOUS UTILIZATION				1.1	-1.1	-1.9	0.9	2.5	-2.7	2.3	4.1	-2.1	-3.9	F	
HIRING GOALS	Previous Filing's Goals	Short	9	4	5	2	0	0	3	0	0	2	2	G	
		Long	2	0	2	0	0	0	0	0	0	0	0	2	H
	Current Filing's Hires	Short	24	8	16	6	11	0	3	2	2	0	0	I	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short				100.0%			100.0%				0.0%	0.0%	K
		Long												0.0%	L
	Current Filing's Goals	Short	15	9	6	5	0	0	2	0	0	0	4	4	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
	NOTE:														

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Cler - All Titles Except Sec 2 & Admin Asst**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

3
2
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	23.5%	76.5%	2.9%	47.1%	8.8%	14.7%	8.8%	14.7%	2.9%	0.0%	
WORKFORCE PARITY %			100.0	22.9	77.1	14.2	44.4	4.3	17.9	2.0	10.1	2.3	4.6	
WORKFORCE NOS.			34	8	26	1	16	3	5	3	5	1	0	
WORKFORCE PARITY NOS.				7.8	26.2	4.8	15.1	1.5	6.1	0.7	3.4	0.8	1.6	
NET UTILIZATION (+/-)				0.2	-0.2	-3.8	0.9	1.5	-1.1	2.3	1.6	0.2	-1.6	
PREVIOUS UTILIZATION				-0.7	0.7	-4.2	1.0	1.4	-0.6	1.7	2.1	0.4	-1.8	
HIRING GOALS	Previous Filing's Goals	Short	5	2	3	2	0	0	1	0	0	0	2	
		Long	2	2	0	2	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	5	0	5	0	4	0	1	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short				0.0%				100.0%				0.0%
		Long				0.0%								
	Current Filing's Goals	Short	7	4	3	4	0	0	1	0	0	0	0	2
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Clerical - Administrative Assistant**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %	100.0%	4.5%	95.5%	4.5%	77.3%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%
WORKFORCE PARITY %	100.1	3.3	96.8	2.6	76.5	0.4	11.1	0.2	6.9	0.1	2.2
WORKFORCE NOS.	22	1	21	1	17	0	2	0	2	0	0
WORKFORCE PARITY NOS.		0.7	21.3	0.6	16.8	0.1	2.4	0.0	1.5	0.0	0.5
NET UTILIZATION (+/-)		0.3	-0.3	0.4	0.2	-0.1	-0.4	0.0	0.5	0.0	-0.5
PREVIOUS UTILIZATION		0.3	-0.3	0.4	1.0	-0.1	-0.1	-0.1	-0.6	0.0	-0.4

HIRING GOALS	Previous Filing's Goals	Short	2	0	2	0	0	0	0	0	1	0	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Hires	Short	2	0	2	0	1	0	0	0	1	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short									100.0%		0.0%	
		Long												
	Current Filing's Goals	Short	2	0	2	0	0	0	1	0	0	0	0	1
		Long	0	0	0	0	0	0	0	0	0	0	0	0

PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Promos	Total	1	0	1	0	1	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Total												
		UM												
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: BF Collective Goal Established

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Clerical - Secretary 2**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
2
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %			100.0%	2.4%	97.6%	2.4%	73.2%	0.0%	12.2%	0.0%	9.8%	0.0%	2.4%
WORKFORCE PARITY %			100.0	4.2	95.8	2.3	72.9	1.5	11.3	0.3	9.2	0.1	2.3
WORKFORCE NOS.			41	1	40	1	30	0	5	0	4	0	1
WORKFORCE PARITY NOS.				1.7	39.3	0.9	29.9	0.6	4.6	0.1	3.8	0.0	0.9
NET UTILIZATION (+/-)				-0.7	0.7	0.1	0.1	-0.6	0.4	-0.1	0.2	0.0	0.1
PREVIOUS UTILIZATION*				-0.8	0.8	0.0	-0.6	-0.5	-1.5	-0.1	2.7	-0.1	0.2
HIRING GOALS	Previous Filing's Goals	Short	4	1	3	0	1	1	2	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Hires	Short	7	0	7	0	3	0	2	0	2	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Short					100.0%	0.0%	100.0%				
		Long											
	Current Filing's Goals	Short	1	1	0	0	0	1	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Total	2	0	2	0	2	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Total											
		UM											
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA:
 CATEGORY OR CLASS:
 REGION/FACILITY IN AREA:
 DATA RESOURCE:
 FORM 40A1

Hartford County
EEO 5 - Technical/Paraprofessional
Hartford County
 See Availability Data

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
2
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%	A	
WORKFORCE PARITY %			100.0	27.9	72.1	18.4	48.5	4.8	12.2	2.4	8.1	2.6	3.1	B	
WORKFORCE NOS.			18	7	11	4	6	0	2	3	1	0	2	C	
WORKFORCE PARITY NOS.				5.0	13.0	3.3	8.7	0.9	2.2	0.4	1.5	0.5	0.6	D	
NET UTILIZATION (+/-)				2.0	-2.0	0.7	-2.7	-0.9	-0.2	2.6	-0.5	-0.5	1.4	E	
PREVIOUS UTILIZATION				1.9	-1.9	0.5	-1.6	-0.8	-1.2	2.4	-1.4	-0.3	2.4	F	
HIRING GOALS	Previous Filing's Goals	Short	5	1	4	0	2	1	1	0	1	0	0	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	H	
	Current Filing's Hires	Short	3	0	3	0	1	0	1	0	1	0	0	I	
		Long	0	0	0	0	0	0	0	0	0	0	0	J	
	Achiev. % Rate Goals	Short					50.0%	0.0%	100.0%		100.0%			K	
		Long												L	
	Current Filing's Goals	Short	6	2	4	0	3	1	0	0	1	1	1	0	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	P	
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
	NOTE:														

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 6 - Skilled Crafts**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %			100.0%	92.3%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %			100.0	97.8	2.2	74.3	1.6	9.1	0.3	10.9	0.3	3.6	0.1
WORKFORCE NOS.			13	12	1	12	1	0	0	0	0	0	0
WORKFORCE PARITY NOS.				12.7	0.3	9.7	0.2	1.2	0.0	1.4	0.0	0.5	0.0
NET UTILIZATION (+/-)				-0.7	0.7	2.3	0.8	-1.2	0.0	-1.4	0.0	-0.5	0.0
PREVIOUS UTILIZATION				-0.7	0.7	2.1	0.8	-1.1	0.0	-1.4	0.0	-0.4	0.0
HIRING GOALS	Previous Filing's Goals	Short	2	2	0	0	0	1	0	1	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Hires	Short	4	4	0	4	0	0	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Short							0.0%		0.0%		
		Long											
	Current Filing's Goals	Short	3	3	0	0	0	1	0	1	0	1	0
		Long	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Total											
		UM											
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA:
 CATEGORY OR CLASS:
 REGION/FACILITY IN AREA:
 DATA RESOURCE:
 FORM 40A1

Hartford County
EEO 7 - Svc Maint - All titles except Custodian
Hartford County
 See Availability Data

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
1
1
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	97.6%	2.4%	81.0%	2.4%	7.1%	0.0%	9.5%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %			100.0	89.9	10.1	66.6	6.9	8.4	0.3	11.6	2.9	3.2	0.1	B	
WORKFORCE NOS.			42	41	1	34	1	3	0	4	0	0	0	C	
WORKFORCE PARITY NOS.				37.8	4.2	28.0	2.9	3.5	0.1	4.9	1.2	1.3	0.0	D	
NET UTILIZATION (+/-)				3.2	-3.2	6.0	-1.9	-0.5	-0.1	-0.9	-1.2	-1.3	0.0	E	
PREVIOUS UTILIZATION				3.1	-3.1	6.9	-1.7	-1.6	-0.1	-1.2	-1.2	-1.1	-0.1	F	
HIRING GOALS	Previous Filing's Goals	Short	6	4	2	0	1	2	0	1	1	1	0	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	H	
	Current Filing's Hires	Short	1	1	0	0	0	1	0	0	0	0	0	I	
		Long	0	0	0	0	0	0	0	0	0	0	0	J	
	Achiev. % Rate Goals	Short					0.0%	50.0%			0.0%	0.0%	0.0%	K	
		Long												L	
	Current Filing's Goals	Short	5	3	2	0	1	1	0	1	1	1	1	0	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	P	
	Current Filing's Promos	Total	2	2	0	2	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total					0.0%								S
		UM													T
	Current Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **Protective Services**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %			100.0	83.8	16.2	64.1	8.2	10.6	4.3	7.1	2.7	2.0	1.0	
WORKFORCE NOS.			21	19	2	10	1	4	1	5	0	0	0	
WORKFORCE PARITY NOS.				17.6	3.4	13.5	1.7	2.2	0.9	1.5	0.6	0.4	0.2	
NET UTILIZATION (+/-)				1.4	-1.4	-3.5	-0.7	1.8	0.1	3.5	-0.6	-0.4	-0.2	
PREVIOUS UTILIZATION				1.5	-1.5	-4.1	-0.8	1.4	0.2	4.6	-0.7	-0.6	-0.1	
HIRING GOALS	Previous Filing's Goals	Short	5	3	2	2	1	0	0	0	1	1	0	
		Long	2	2	0	2	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	0	0	0	0	0	0	0	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short				0.0%	0.0%				0.0%	0.0%		
		Long				0.0%								
	Current Filing's Goals	Short	7	5	2	4	1	0	0	0	1	1	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	

NOTE: OM Collective Goal

EMPLOYMENT ANALYSES

Section 46a-68-86

This section of the plan presents a comprehensive review of the employment process for the purpose of identifying any employment practices that create or perpetuate underutilization of protected classes.

Separate statistical reporting of personnel activity has been conducted for each occupational category. The Employment Process Analyses, Applicant Flow, Personnel Evaluation Analysis Forms have been modified, if necessary, to reflect all activity which occurred during this reporting period. Three aspects of the employment process are examined:

1. Employment Process Analyses

The following statistical information/explanation has been utilized on Form 42A1:

- (a) **Promotions:** This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
- (b) **Promotions Within:** Promotions within each EEO category are listed at the end of each respective chart.
- (c) **Hires:** This data line includes new hires from outside and transfers from other state agencies to the University.
- (d) **Transfers:** Transfers within the University that are not promotions are recorded on this data line.
- (e) **Coding Corrections:** Coding errors are recorded on this line.
- (f) **Resignations:** Transfers to other state agencies are included on this data line.

2. Applicant Flow Analysis

The applicant flow analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment and was conducted for all EEO categories. As recommended by the CHRO, CCSU identified applicants on this analysis categories as follows:

- **Intra-Agency** included all applicants who came from within the University
- **Outside Agency** included all applicants from other state agencies and universities
- **Other Applicants** included all other applicants that were neither from the University or Connecticut State employees

Since the University conducts national searches for many of its administrative positions and all of its faculty positions, the **Other Applicant** category will contain the majority of the applicants.

3. Personnel Evaluation Analysis

Performance appraisals which were conducted during this reporting period are recorded on this form.

Note:

1. After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.
2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.
4. In the 2013 AA Plan review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding the utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

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

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	36	22	14	16	12	5	0	1	2	0	0
Workforce Number Prior Filing	35	21	14	17	12	3	0	1	2	0	0
Net Change(+or-)	1	1	0	-1	0	2	0	0	0	0	0
HIRES (incl. Pt to Ft)	3	3	0	1	0	2	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	1	0	0	0	0	0	1	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	4	0	1	0	2	0	1	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	0	0	0	0	1	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	3	0	2	0	0	0	1	0	0	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	191	121	70	90	55	8	5	10	3	13	7
Workforce Number Prior Filing	187	115	72	88	56	7	5	10	4	10	7
Net Change(+or-)	4	6	-2	2	-1	1	0	0	-1	3	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	20	11	9	7	9	1	0	0	0	3	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	20	11	9	7	9	1	0	0	0	3	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	15	4	11	4	10	0	0	0	1	0	0
DEATHS	1	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	16	5	11	5	10	0	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Associate Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	136	80	56	60	48	3	2	3	2	14	4
Workforce Number Prior Filing	136	76	60	57	52	4	2	3	2	12	4
Net Change(+or-)	0	4	-4	3	-4	-1	0	0	0	2	0
HIRES (incl. Pt to Ft)	7	6	1	4	1	0	0	0	0	2	0
PROMO INTO CATEGORY / CLASS	21	14	7	10	6	0	0	0	0	4	1
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	28	20	8	14	7	0	0	0	0	6	1
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	20	11	9	7	9	1	0	0	0	3	0
RESIGNATIONS	5	2	3	1	2	0	0	0	0	1	1
RETIREMENTS	2	2	0	2	0	0	0	0	0	0	0
COACHING STAFF CONSOLIDATION	0	0	0	0	0	0	0	0	0	0	0
TERMINATIONS	1	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	28	16	12	11	11	1	0	0	0	4	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES: Other male was promoted into the category and then resigned

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Assistant Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	92	49	43	34	27	4	6	1	5	10	5
Workforce Number Prior Filing	87	45	42	34	28	4	4	1	5	6	5
Net Change(+or-)	5	4	1	0	-1	0	2	0	0	4	0
HIRES (incl. Pt to Ft)	40	25	15	13	11	2	2	1	1	9	1
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	40	25	15	13	11	2	2	1	1	9	1
TERMINATION/NON-RENEWAL	5	4	1	2	1	1	0	0	0	1	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	21	14	7	10	6	0	0	0	0	4	1
RESIGNATIONS	7	2	5	1	4	0	0	1	1	0	0
RETIREMENTS	2	1	1	0	1	1	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	35	21	14	13	12	2	0	1	1	5	1
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Coaching

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	31	22	9	19	8	3	1	0	0	0	0
Workforce Number Prior Filing	32	22	10	20	9	1	1	1	0	0	0
Net Change(+or-)	-1	0	-1	-1	-1	2	0	-1	0	0	0
HIRES (incl. Pt to Ft)	8	7	1	4	1	3	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	8	7	1	4	1	3	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	4	3	1	2	1	0	0	1	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	5	4	1	3	1	1	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	9	7	2	5	2	1	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

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

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	227	94	133	74	101	9	13	9	15	2	4
Workforce Number Prior Filing	226	99	127	77	97	10	12	8	14	4	4
Net Change(+or-)	1	-5	6	-3	4	-1	1	1	1	-2	0
HIRES (incl. Pt to Ft)	24	8	16	6	11	0	3	2	2	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	24	8	16	6	11	0	3	2	2	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	1	1	0	1	0	0	0	0	0	0	0
RESIGNATIONS	12	7	5	4	3	1	1	0	1	2	0
RETIREMENTS	7	2	5	2	4	0	1	0	0	0	0
TRANSFER OUT of AGENCY	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	1	1	0	1	0	0	0	0	0	0	0
PROMOTION	1	1	0	0	0	0	0	1	0	0	0
DEATH	1	1	0	1	0	0	0	0	0	0	0
TOTAL REDUCTIONS	23	13	10	9	7	1	2	1	1	2	0
PROMOS WITHIN	13	4	9	2	7	2	0	0	0	0	2

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2 and Admin Asst

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	34	8	26	1	16	3	5	3	5	1	0
Workforce Number Prior Filing	34	8	26	1	16	3	5	3	5	1	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	5	0	5	0	4	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	0	5	0	4	0	1	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	3	0	3	0	3	0	0	0	0	0	0
FULL TIME to PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	1	0	1	0	0	0	1	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	0	5	0	4	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 4 - Clerical**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **Administrative Assistant**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	22	1	21	1	17	0	2	0	2	0	0
Workforce Number Prior Filing	21	1	20	1	17	0	2	0	1	0	0
Net Change(+or-)	1	0	1	0	0	0	0	0	1	0	0
HIRES (incl. Pt to Ft)	2	0	2	0	1	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	1	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	2	0	0	0	1	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	0	2	0	2	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Secretary 2

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	41	1	40	1	30	0	5	0	4	0	1
Workforce Number Prior Filing	40	1	39	1	29	0	3	0	6	0	1
Net Change(+or-)	1	0	1	0	1	0	2	0	-2	0	0
HIRES (incl. Pt to Ft)	7	0	7	0	3	0	2	0	2	0	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	2	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	9	0	9	0	5	0	2	0	2	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	4	0	4	0	2	0	0	0	2	0	0
RETIREMENTS	3	0	3	0	1	0	0	0	2	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	1	0	1	0	1	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	8	0	8	0	4	0	0	0	4	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofesional

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	18	7	11	4	6	0	2	3	1	0	2
Workforce Number Prior Filing	18	7	11	4	7	0	1	3	0	0	3
Net Change(+or-)	0	0	0	0	-1	0	1	0	1	0	-1
HIRES (incl. Pt to Ft)	3	0	3	0	1	0	1	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	1	0	1	0	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	0	3	0	2	0	0	0	0	0	1
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	0	3	0	2	0	0	0	0	0	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts

DATE: 7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	13	12	1	12	1	0	0	0	0	0	0
Workforce Number Prior Filing	12	11	1	11	1	0	0	0	0	0	0
Net Change(+or-)	1	1	0	1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	4	4	0	4	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	4	0	4	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	3	0	3	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 Service Maintenance**

DATE:

7/31/2015

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

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	42	41	1	34	1	3	0	4	0	0	0
Workforce Number Prior Filing	41	40	1	34	1	2	0	4	0	0	0
Net Change(+or-)	1	1	0	0	0	1	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	0	0	1	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	2	0	2	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	3	0	2	0	1	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 Service Maintenance**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **Custodian**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	32	20	12	13	8	2	0	5	4	0	0
Workforce Number Prior Filing	33	21	12	13	8	3	0	5	4	0	0
Net Change(+or-)	-1	-1	0	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft)	2	1	1	1	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	1	1	1	0	0	0	0	1	0	0
TERMINATION (Inc. Contract Ending)	1	0	1	0	0	0	0	0	1	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	2	0	1	0	1	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	2	1	1	0	1	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **Protective Services**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **Protective Services**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	21	19	2	10	1	4	1	5	0	0	0
Workforce Number Prior Filing	22	20	2	10	1	4	1	6	0	0	0
Net Change(+or-)	-1	-1	0	0	0	0	0	-1	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	0	0	0	0	1	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	0	0	0	0	1	0	0	0
PROMOS WITHIN	1	1	0	1	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative **DATE:** July 31, 2015
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	1	1	0	0	0	0	0	1	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	162	126	36	79	22	15	4	6	2	21	6	5	2	0	F
TOTAL APPLICANTS	163	127	36	79	22	15	4	7	2	21	6	5	2	0	G
TOTAL REJECTED APPLICANTS	97	75	22	46	14	8	3	5	1	13	2	3	2	0	H
TOTAL QUALIFIED APPLICANTS	66	52	14	33	8	7	1	2	1	8	4	2	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	34	25	9	16	5	4	1	1	1	3	2	1	0	0	O
Not offered Position	30	21	9	15	5	2	1	0	1	3	2	1	0	0	P
Offered Position	4	4	0	1	0	2	0	1	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	4	4	0	1	0	2	0	1	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	26	15	11	10	11	1	0	1	0	3	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	26	15	11	10	11	1	0	1	0	3	0	0	0	0	G
TOTAL REJECTED APPLICANTS	6	4	2	3	2	0	0	1	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	20	11	9	7	9	1	0	0	0	3	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	20	11	9	7	9	1	0	0	0	3	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	20	11	9	7	9	1	0	0	0	3	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	20	11	9	7	9	1	0	0	0	3	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: **July 31, 2015**

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	26	16	10	11	7	1	0	0	0	4	3	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	414	310	101	118	44	24	12	6	4	143	37	19	4	3	F
TOTAL APPLICANTS	440	326	111	129	51	25	12	6	4	147	40	19	4	3	G
TOTAL REJECTED APPLICANTS	211	157	52	61	24	15	4	4	3	70	17	7	4	2	H
TOTAL QUALIFIED APPLICANTS	229	169	59	68	27	10	8	2	1	77	23	12	0	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	72	50	22	27	12	1	5	0	0	20	5	2	0	0	O
Not offered Position	43	30	13	13	5	1	5	0	0	14	3	2	0	0	P
Offered Position	29	20	9	14	7	0	0	0	0	6	2	0	0	0	Q
Refused Position	1	0	1	0	0	0	0	0	0	0	1	0	0	0	R
TOTAL ACCESSIONS	28	20	8	14	7	0	0	0	0	6	1	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

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

DATE: **July 31, 2015**

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	1	1	1	1	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	2042	1202	822	643	527	78	44	47	47	325	143	109	61	18	F
TOTAL APPLICANTS	2044	1203	823	644	528	78	44	47	47	325	143	109	61	18	G
TOTAL REJECTED APPLICANTS	927	586	330	308	211	36	19	27	17	145	63	70	20	11	H
TOTAL QUALIFIED APPLICANTS	1117	617	493	336	317	42	25	20	30	180	80	39	41	7	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	315	158	156	87	104	10	12	7	10	47	17	7	13	1	O
Not offered Position	266	128	137	71	89	8	10	4	9	38	16	7	13	1	P
Offered Position	49	30	19	16	15	2	2	3	1	9	1	0	0	0	Q
Refused Position	9	5	4	3	4	0	0	2	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	40	25	15	13	11	2	2	1	1	9	1	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	3	3	0	2	0	0	0	1	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	570	548	22	315	17	188	4	21	1	4	0	20	0	0	F
TOTAL APPLICANTS	573	551	22	317	17	188	4	22	1	4	0	20	0	0	G
TOTAL REJECTED APPLICANTS	176	170	6	81	4	72	1	10	1	1	0	6	0	0	H
TOTAL QUALIFIED APPLICANTS	397	381	16	236	13	116	3	12	0	3	0	14	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	44	35	9	17	8	16	1	2	0	0	0	0	0	0	O
Not offered Position	35	28	7	13	6	13	1	2	0	0	0	0	0	0	P
Offered Position	9	7	2	4	2	3	0	0	0	0	0	0	0	0	Q
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	8	7	1	4	1	3	0	0	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	8	2	6	2	4	0	0	0	2	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	1581	633	943	415	584	92	162	58	79	31	48	37	70	5	F
TOTAL APPLICANTS	1589	635	949	417	588	92	162	58	81	31	48	37	70	5	G
TOTAL REJECTED APPLICANTS	1276	510	761	331	461	79	132	47	66	23	41	30	61	5	H
TOTAL QUALIFIED APPLICANTS	313	125	188	86	127	13	30	11	15	8	7	7	9	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	213	86	127	59	87	9	20	7	11	7	6	4	3	0	O
Not offered Position	188	78	110	53	75	9	17	5	9	7	6	4	3	0	P
Offered Position	25	8	17	6	12	0	3	2	2	0	0	0	0	0	Q
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	24	8	16	6	11	0	3	2	2	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	3	0	3	0	2	0	1	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	968	123	844	72	449	32	188	8	103	8	47	3	57	1	F
TOTAL APPLICANTS	971	123	847	72	451	32	189	8	103	8	47	3	57	1	G
TOTAL REJECTED APPLICANTS	268	35	233	24	113	3	54	2	12	6	29	0	25	0	H
TOTAL QUALIFIED APPLICANTS	703	88	614	48	338	29	135	6	91	2	18	3	32	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	79	5	74	2	45	3	17	0	7	0	3	0	2	0	O
Not offered Position	74	5	69	2	41	3	16	0	7	0	3	0	2	0	P
Offered Position	5	0	5	0	4	0	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	5	0	5	0	4	0	1	0	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Administrative Assistant
LOCATION: Hartford County

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	0	2	0	1	0	0	0	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	13	0	13	0	6	0	3	0	3	0	1	0	0	0	F
TOTAL APPLICANTS	15	0	15	0	7	0	3	0	4	0	1	0	0	0	G
TOTAL REJECTED APPLICANTS	4	0	4	0	2	0	0	0	1	0	1	0	0	0	H
TOTAL QUALIFIED APPLICANTS	11	0	11	0	5	0	3	0	3	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	10	0	10	0	5	0	3	0	2	0	0	0	0	0	O
Not offered Position	7	0	7	0	3	0	3	0	1	0	0	0	0	0	P
Offered Position	3	0	3	0	2	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	0	3	0	2	0	0	0	1	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	32	2	30	2	15	0	6	0	9	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	150	6	144	5	76	0	35	1	23	0	5	0	5	0	F
TOTAL APPLICANTS	182	8	174	7	91	0	41	1	32	0	5	0	5	0	G
TOTAL REJECTED APPLICANTS	40	2	38	2	21	0	7	0	7	0	2	0	1	0	H
TOTAL QUALIFIED APPLICANTS	142	6	136	5	70	0	34	1	25	0	3	0	4	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	88	1	87	1	47	0	21	0	16	0	1	0	2	0	O
Not offered Position	78	1	77	1	42	0	19	0	13	0	1	0	2	0	P
Offered Position	10	0	10	0	5	0	2	0	3	0	0	0	0	0	Q
Refused Position	1	0	1	0	0	0	0	0	1	0	0	0	0	0	R
TOTAL ACCESSIONS	9	0	9	0	5	0	2	0	2	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	67	11	56	6	32	2	11	2	4	0	4	1	5	0	F
TOTAL APPLICANTS	67	11	56	6	32	2	11	2	4	0	4	1	5	0	G
TOTAL REJECTED APPLICANTS	12	4	8	2	4	0	3	1	0	0	0	1	1	0	H
TOTAL QUALIFIED APPLICANTS	55	7	48	4	28	2	8	1	4	0	4	0	4	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	34	5	29	4	17	1	5	0	2	0	3	0	2	0	O
Not offered Position	31	5	26	4	16	1	4	0	1	0	3	0	2	0	P
Offered Position	3	0	3	0	1	0	1	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	0	3	0	1	0	1	0	1	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	55	55	0	45	0	5	0	4	0	0	0	1	0	0	F
TOTAL APPLICANTS	55	55	0	45	0	5	0	4	0	0	0	1	0	0	G
TOTAL REJECTED APPLICANTS	15	15	0	11	0	3	0	0	0	0	0	1	0	0	H
TOTAL QUALIFIED APPLICANTS	40	40	0	34	0	2	0	4	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	19	19	0	15	0	2	0	2	0	0	0	0	0	0	O
Not offered Position	14	14	0	11	0	2	0	1	0	0	0	0	0	0	P
Offered Position	5	5	0	4	0	0	0	1	0	0	0	0	0	0	Q
Refused Position*	1	1	0	0	0	0	0	1	0	0	0	0	0	0	R
TOTAL ACCESSIONS	4	4	0	4	0	0	0	0	0	0	0	0	0	0	S

*A Hispanic male was offered; however, the offer was rescinded.

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	167	164	3	106	1	30	0	19	1	2	1	7	0	0	F
TOTAL APPLICANTS	167	164	3	106	1	30	0	19	1	2	1	7	0	0	G
TOTAL REJECTED APPLICANTS	37	36	1	21	0	9	0	5	0	0	1	1	0	0	H
TOTAL QUALIFIED APPLICANTS	130	128	2	85	1	21	0	14	1	2	0	6	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	26	26	0	22	0	3	0	1	0	0	0	0	0	0	O
Not offered Position	23	23	0	20	0	2	0	1	0	0	0	0	0	0	P
Offered Position	3	3	0	2	0	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	3	0	2	0	1	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	130	115	15	58	6	26	3	26	6	0	0	5	0	0	F
TOTAL APPLICANTS	130	115	15	58	6	26	3	26	6	0	0	5	0	0	G
TOTAL REJECTED APPLICANTS	19	16	3	5	2	4	0	5	1	0	0	2	0	0	H
TOTAL QUALIFIED APPLICANTS	111	99	12	53	4	22	3	21	5	0	0	3	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	12	10	2	6	0	1	0	2	2	0	0	1	0	0	O
Not offered Position	10	9	1	5	0	1	0	2	1	0	0	1	0	0	P
Offered Position	2	1	1	1	0	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	1	1	1	0	0	0	0	1	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31,2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: There were no increases in the workforce. Therefore, there was no flow of applicants for the 2015 plan.

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	4	3	1	2	0	1	0	0	1	0	0
Good	32	19	13	14	12	4	0	1	1	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals. For M/C Good & Excellent determination made by % increase.

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

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Professor

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	187	115	72	88	56	7	5	10	4	10	7
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Associate Professor

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	135	75	60	56	52	4	2	3	2	12	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	1	0	1	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	1	1	0	1	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 -FACULTY

POSITION OR POSITION CLASSIFICATION: Assistant Professor

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	82	41	41	32	27	3	4	1	5	5	5
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	5	4	1	2	1	1	0	0	0	1	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 - Coaching

POSITION OR POSITION CLASSIFICATION: Coaching

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	28	19	9	18	8	1	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	4	3	1	2	1	0	0	1	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	1	1	0	1	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period.

Coaches are not-renewed related to performance; if renewed an overall good evaluation is received.

Coaching total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles in the Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	121	51	70	41	60	2	4	7	4	1	2
Good	55	19	36	16	23	3	4	0	8	0	1
Satisfactory	7	2	5	1	2	1	2	0	1	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	2	1	1	1	0	0	1	0	0	0	0
REPRIMANDS	2	2	0	2	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes evaluations for M/C < SG39, Admin. I through VI and a few A&R evals. "Superior" category added for A&R. Members of the SUOAF bargaining unit who have received continuing appointment only receive an evaluation once every two years

OCCUPATIONAL CATEGORY: EEO-4 - Secretarial Clerical

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	47	3	44	1	35	0	4	2	5	0	0
Very Good	41	3	38	1	29	1	3	1	5	0	1
Good	9	3	6	1	4	1	1	0	1	1	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	1	1	0	0	0	1	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	2	1	1	0	0	1	0	0	1	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note:

CCSU Exit Questionnaire

Created by Administrator 32, 2011

Powered by SurveyMonkey

21

Total Responses

Date Created: Tuesday, June 28, 2011

Complete Responses: 20

Q4: Employment Category/Appointment Type

Answered: 21 Skipped: 0

AAUP Faculty						Total
Please select one	Special Appointment (temp.)	Tenure Track	Tenured	Defined Term Appointment (coach)		
	0.00%	0.00%	100.00%	0.00%	0	10
	0	0	10	0		
SUOAF Administrative Faculty						Total
Please select one	Temporary Appointment	Term Appointment	Continuing Appointment			
	16.67%	50.00%	33.33%		1	3
	1	3	2			6
Classified						Total
Please select one	Administrative Clerical	Administrative & Residual	Engineering & Scientific	Maintenance	Protective Services	
	100.00%	0.00%	0.00%	0.00%	0.00%	4
	4	0	0	0	0	
Management/Confidential						Total
Please select one	Non-Temporary Appointment	Temporary Appointment				
	100.00%	0.00%				

Q5: Gender

Answered: 21 Skipped: 0

Answer Choices	Responses	
Male	33.33%	7
Female	66.67%	14
Total		21

Q6: Length of CCSU service

Answered: 21 Skipped: 0

Answer Choices	Responses	
Under 5 years	28.57%	6
5 - 9 years	9.52%	2
10 - 15 years	4.76%	1
16 - 19 years	4.76%	1
20 - 25 years	19.05%	4
26+ years	33.33%	7
Total		21

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Q7: Would you work for CCSU again in the future?

Answered: 21 Skipped: 0

Answer Choices	Responses	
Yes	80.95%	17
No	19.05%	4
Total		21

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

Answered: 21 Skipped: 0

Answer Choices	Responses	
Yes	95.24%	20
No	4.76%	1
Total		21

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Q9: Did the job meet your expectations?

Answered: 21 Skipped: 0


Answer Choices	Responses	
Yes	90.48%	19
No	9.52%	2
Total		21

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

Answered: 21 Skipped: 0


Answer Choices	Responses	
Salary/Wage	9.52%	2
Employment conditions	9.52%	2
Promotional opportunity	19.05%	4
Work location/relocation	4.76%	1
Workplace culture and values	14.29%	3
Family/Childcare reasons	9.52%	2
Health-related reasons	9.52%	2
Retirement	57.14%	12
End of contract	4.76%	1
Lack of advancement opportunities	0.00%	0
Other (please specify)	23.81%	5

Powered by  Total Respondents: 21

Q11: Overall Experience

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Your overall work experience	40.00% 8	55.00% 11	0.00% 0	0.00% 0	5.00% 1	20	4.25

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Q12: Job/Role

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Definition of your role and responsibilities	60.00% 12	35.00% 7	0.00% 0	5.00% 1	0.00% 0	20	4.50
The nature of the work required in your role	60.00% 12	40.00% 8	0.00% 0	0.00% 0	0.00% 0	20	4.60
Opportunities for advancement and development	35.00% 7	30.00% 6	15.00% 3	20.00% 4	0.00% 0	20	3.80
Evaluation/Performance Review process	35.00% 7	25.00% 5	20.00% 4	0.00% 0	20.00% 4	20	3.55
Ability to provide input into issues that affected your job	35.00% 7	30.00% 6	20.00% 4	5.00% 1	10.00% 2	20	3.75

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Q13: Terms & Conditions

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Salary	50.00% 10	30.00% 6	10.00% 2	10.00% 2	0.00% 0	20	4.20
Fringe benefits	75.00% 15	20.00% 4	5.00% 1	0.00% 0	0.00% 0	20	4.70
Work Schedule	70.00% 14	30.00% 6	0.00% 0	0.00% 0	0.00% 0	20	4.70
Access to flexible working arrangements	65.00% 11	20.00% 4	20.00% 4	5.00% 1	0.00% 0	20	4.25
Office/Work space	40.00% 8	60.00% 10	5.00% 1	5.00% 1	0.00% 0	20	4.25
On-Campus Health & Fitness Opportunities	30.00% 6	20.00% 4	40.00% 8	10.00% 2	0.00% 0	20	3.70
Geographic location	57.89% 11	21.05% 4	21.05% 4	0.00% 0	0.00% 0	19	4.37

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Q14: Interpersonal Relationships

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Relationship with immediate supervisor	55.00% 11	25.00% 5	10.00% 2	5.00% 1	5.00% 1	20	4.20
Relationship with coworkers in your department	70.00% 14	20.00% 4	0.00% 0	5.00% 1	5.00% 1	20	4.45
Relationship with faculty & staff in other departments	70.00% 14	30.00% 6	0.00% 0	0.00% 0	0.00% 0	20	4.70
Relationship with the administration	20.00% 4	40.00% 8	30.00% 6	5.00% 1	5.00% 1	20	3.65

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Q15: Training & Development

Answered: 19 Skipped: 2

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Orientation	42.11% 8	42.11% 8	10.53% 2	5.26% 1	0.00% 0	19	4.21
On the Job training	36.84% 7	47.37% 9	15.79% 3	0.00% 0	0.00% 0	19	4.21
Training and development opportunities	42.11% 8	47.37% 9	5.26% 1	5.26% 1	0.00% 0	19	4.26
Access to training programs	52.63% 10	31.58% 6	10.53% 2	5.26% 1	0.00% 0	19	4.32

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Q16: Immediate Supervisor/Management

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Communication of strategic direction and policy	50.00% 10	20.00% 4	10.00% 2	10.00% 2	10.00% 2	20	3.80
Feedback on your performance	60.00% 10	25.00% 5	15.00% 3	5.00% 1	5.00% 1	20	4.10
Communication of decisions and issues affecting you	55.00% 11	20.00% 4	10.00% 2	5.00% 1	10.00% 2	20	4.05
Competence of your immediate supervisor	55.00% 11	15.00% 3	20.00% 4	5.00% 1	5.00% 1	20	4.10

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Q17: Workplace Culture

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Culture of supporting faculty & staff to develop and reach their potential	30.00% 6	60.00% 10	10.00% 2	10.00% 2	0.00% 0	20	4.00
Culture of respecting individual differences	50.00% 10	30.00% 6	15.00% 3	5.00% 1	0.00% 0	20	4.25
Culture of providing a workplace free of harassment and bullying	60.00% 12	25.00% 5	0.00% 0	5.00% 1	10.00% 2	20	4.20

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ASSIGNMENT OF RESPONSIBILITY AND MONITORING

Section 46a-68-81

Appointing Authority

John W. Miller, Ph. D., President of Central Connecticut State University, as appointing authority, has the ultimate responsibility for the establishment and enforcement of result-oriented Affirmative Action policies and practices. Pursuant to Public Act 87-253, Dr. Miller was responsible for the development, filing, and implementation of an Affirmative Action Plan in accordance with Affirmative Action Regulations of Connecticut State Agencies §§ 46a-68-75 through 46a-68-114, and shall be accountable for the program's success or failure.

The President assigns to several 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 President's Chief Diversity Officer (CDO), Ms. Rosa Rodríguez, participates in regularly scheduled meetings that emphasize human relations and intergroup relations, non-discriminatory employment practices, the legal authority for affirmative action and the President's commitment to affirmative action, review of the affirmative action plan and identification of obstacles in meeting the goals of the plan.

The chief diversity officer (CDO) is a full-time employee who has been designated by Dr. Miller to serve as CCSU's affirmative action officer. Ms. Rodríguez reports directly to President Miller. The Office of Diversity and Equity (ODE), which is supervised by Ms. Rodríguez, includes the Ruthe Boyea Women's Center, which serves as an resource/advocate for women's rights on campus and Office of Victim Advocacy (OVA who serves as the Title IX trainer and advocate for victims of sexual harassment, including sexual assault, staking and intimate partner violence. The Coordinator of the Ruthe Boyea Women's Center, Ms. Jacqueline Cobbina-Boivin, and the OVA Advocate, Ms. Sara Dodd report directly to the CDO.

Affirmative Action (Office of Diversity and Equity) (100%)

The Chief Diversity Officer, Rosa Rodríguez, has full-time responsibility for the management and implementation of the University's Affirmative Action Plan. She reports directly to the President as required in Affirmative Action Regulations. Ms. Rodríguez, Mr. Nicholas D'Agostino, the Associate to CDO, Ms. Sharon Gaddy, University Assistant, and Ms. Pamela Soucy, University Assistant perform the following functions.

Other responsibilities of the CDO and ODE staff include overseeing the unclassified hiring process 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 ODE is responsible on a continuing basis for thorough knowledge of federal, state, and the University affirmative action requirements. In addition, the ODE assists with the classified hiring process.

Specific Functions of the Chief Diversity Officer and ODE Staff

1. To develop, coordinate, evaluate, monitor, report, and implement the Affirmative Action Plan, along with persons who have specific personnel responsibilities and to utilize a systematic procedure for monitoring all phases of the Affirmative Action Plan on a continuing basis.
2. To write, with appropriate consultation, any revisions of the Affirmative Action Plan and to communicate them, subject to the approval by the President, to the appropriate federal or state agency or office and to serve as principal contact with state and federal representatives in affirmative action reviews of the institution.

3. To initiate and maintain contact with recruiting sources and organizations serving members of protected classes, in conjunction with other members in the University community.
4. To review, analyze, and evaluate all reports and statistical data pertaining to the University's workforce for accuracy and progress made toward affirmative action goals as well as regarding the status of minorities and women.
5. To coordinate the implementation of the Affirmative Action Plan by all personnel named as having specific responsibilities and to assist all personnel involved in implementation of the Affirmative Action Plan through the development of written guidelines, resource files, orientation sessions, and individual advisement.
6. ODE staff meets with every unclassified search committee to train on the recruitment and search process including affirmative action guidelines and goals. For both classified and unclassified searches, the committees are provided written affirmative goals.
7. The CDO meets with the President and the Vice Presidents /Chief Officers to review the affirmative action plan and all other issues related to affirmative action, equal opportunity and discrimination.
8. To mitigate any discriminatory conduct and investigate complaints of alleged discrimination.
9. The CDO leads the development and administration of diversity, sexual harassment and Title IX training.

The Affirmative Action Plan does not allow for passive observation of potential or existing discriminatory practices. First line supervisors are responsible for insuring that employees are aware of their rights and opportunities and managers or department heads are made aware of problems and areas of dissension. Managers and supervisors are, on a continual basis, monitored and evaluated on their affirmative action performance and, because affirmative action responsibilities are considered an assigned duty, failure to perform affirmative action duties can affect ratings and advancement.

Office of Human Resource (HR) (10-20%)

The Office of Human Resources is managed by Anna Suski-Lenczewski, Chief Human Resources Officer, and consists of the following staff:

- Mary Cavanaugh, University Human Resources Administrator 1
- Joanne Callahan, Assistant Director in Human Resources
- Karen Portera, Associate in Human Resources
- Norma Rivera, Associate in Human Resources
- Olivia Roman, Associate in Human Resources
- Louise Olszewski, Assistant in Human Resources 2
- Doreen Revoir, Assistant in Human Resources I
- Claudia Richards-Meade, Administrative Operations Assistant

The CCSU human resources administrators (HRA) shall 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 HRAs and any other HR staff include assists in the overseeing the classified hiring process 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.

A University Human Resources Administrator assists the ODE with preparation of the Affirmative Action Plan e.g. organizational analysis, exit surveys and career counseling, as well as Human Resource-related review and consultation, as appropriate.

Deans, Managers, Supervisors and Search Chairs (5%)

Deans, managers, supervisors, and department heads are held fully responsible for implementing those aspects of the affirmative action program related to their specific area of operation, including recruiting, interviewing, hiring, evaluating, promoting, and counseling teaching faculty, administrators and staff. Managers and supervisors are required to submit clear job descriptions, and to document the specific efforts made to recruit minorities and women, in accordance with the schedules indicated in the affirmative action hiring procedural guidelines. In addition, managers and supervisors understand that equal employment opportunity and affirmative action are: (1) consistent with good management and personnel principles, (2) a basic part of their job, and (3) consistent with the concept of employment and promotion based on merit. Search chairs, managers and supervisors play an important role in the success of an affirmative action program, perhaps the crucial role. Through the use of fair employment practices, access to data, and immediate contact with possible sources of discrimination or problem areas in their units or divisions, managers and supervisors provide the grass roots perception of affirmative action and ensure that all employees are informed of the University's continuing commitment to affirmative action.

The University evaluates and monitors the affirmative action performance of all officials assigned affirmative action responsibilities. This includes deans, directors, department heads, and others with specific affirmative action responsibilities. The evaluation will be based on the individual's commitment to the effective management of a diverse workforce and the performance of their affirmative action duties will be considered in promotion and merit increase decisions.

Employment Advisory

Pursuant to Section 46a-68-81(d), each agency of 100 or more employees shall consider the feasibility of establishing an employee advisory committee, which, if established, may consider any matter appropriate to the development and implementation of the affirmative action plan. While the University recognizes that the Employment Advisory Committee, comprised of all senior managers of the President's Executive Committee, does not meet the regulations regarding an affirmative action employee advisory committee, the Committee continued to look at the progress made by search committees toward the achievement of hiring goals and the challenging recruitment milieu that search committees encounter. This committee will continue to address those areas that seem to impede goal achievement for the University. During the 2015-16 Affirmative Action Plan period CCSU has established a programmatic goal of establishing an Employment Advisory Committee.

The University would like to point out that there are campus committees, comprised of a diverse cross section of employees that continually address many affirmative action concerns as well as specific employee issues. These committees include: The Arts & Sciences Diversity Committee, the AAUP Minority Recruitment and Retention Committee and the SUOAF-AFSCME Minority Recruitment and Mentoring Committee that address recruitment and retention of protected group members; the Safety and Health Committee; the Latin American Association; the African American Advisory Committee; the Facilities Planning Committee that looks at accessibility for persons with disabilities; the President's Advisory Committee for Students with Disabilities; the Committee on the Concerns of Women; the GLBT Advisory Committee; and the Faculty Senate Diversity Committee whose members represent all campus community constituencies and is charged with creating a campus that is diverse, inclusive and welcoming.

CCSU maintains a list of the members of the above committee and they are identified by name, race, sex, position or position classification and approximate percentage of time devoted to such duties.

Copies of all committee meeting minutes and of any recommendations made to the Chief Diversity Officer including whether the recommendations were accepted or rejected by the University, shall be likewise retained, as required by CCSU records retention schedules for state agencies.

No employee may be coerced, intimidated, or retaliated against by the University or any person for performing any affirmative action duties. Any person so aggrieved may file an internal complaint as well as file a complaint with state or federal enforcement agencies, such as the Commission on Human Rights and Opportunities and/or Equal Employment Opportunity Commission.

The University maintains a record of each person performing any duties relating to the development and implementation of the Affirmative Action Plan by name, job title, and percentage of time devoted to affirmative action duties and outline of specific responsibilities.

The University has developed an internal reporting system to continually audit, monitor and evaluate programs essential for a successful affirmative action plan. The University conducts an ongoing review and evaluation of the agency's progress towards the goals of the affirmative action plan. As each hire occurs, it is recorded in a summary of hires to review and address progress towards meeting affirmative action goals and the university commitment to diversify its workforce. The Plan is reviewed with the University President and other administrators on an annual basis. Additionally the CDO informs other administrators on the progress of the goals during each recruiting period.

ACTIVITIES DURING THIS REPORTING PERIOD

In their annual self-report of the Management Performance Planning Evaluation management and confidential personnel were required to evaluate their achievement in the area of developing a diverse workforce.

Managers and supervisors periodically audit, with the assistance of the Human Resources Office, training programs, hiring and promotion patterns to remove impediments to the attainment of goals and objectives.

1. ODE distributed the annual notice all employees in July 2014 (this can be located in the internal communication section of this Plan).
2. In July 2014, the Chief Diversity Officer created and submitted a copy of the executive summary of the AA plan and related policy/procedural updates to the executive committee (which serves as one of the employee advisory committees as required under this section).
3. During the reporting period, the Chief Diversity Officer was an active participant of the monthly executive staff meetings. During these meetings Ms. Rodriguez discussed updates to policies, procedures, programming and developments on other issues related to EEO/AA.
4. During the reporting period, ODE ensured that each building had the required EEO/Nondiscrimination and sexual harassment posters and those were properly displayed.
5. During the reporting period, the Chief Diversity Officer regularly met with Deans, Supervisor, Managers and Administrators to discuss the recruitment and selection processes and procedures related to their respective areas.
6. During the reporting period, the Chief Diversity Officer met regularly with the University President to discuss issues related to EEO/AA including but not limited to discussions regarding alleged violations of the university's non-discrimination in education and employment policy, sexual harassment policy, sexual assault prevention and awareness as well as issues related to the recruitment and selection of staff and faculty.
7. During the reporting period, the AAUP Minority Recruitment and Retention Committee and the SUOAF-AFSCME Minority Recruitment and Mentoring Committee that address recruitment and retention of protected group members; the Committee on the Concerns of Women; the GLBT Advisory Committee; and the Faculty Senate Diversity Committee met regularly to develop

procedures, policies and programming to increase awareness and cultural competency related to their target audience.

8. During the reporting period, ODE distributed more than 8,000 booklets containing the nondiscrimination and anti-harassment policies, resources and complaint procedures to students, faculty and staff.
9. Facilities provided by Central Connecticut State University for employees are comparable for both sexes.
10. Minority and female employees are offered full opportunity and are encouraged to participate in all educational, training, recreational and social activities.
11. ODE staff met with every search committee for all searches addressed in the plan. During the AA plan period Rosa Rodriguez met with all employees serving on search committees (several hundred) to charge them with their duties and responsibilities related to EEO/AA and the hiring processes. A copy of a search charge is included in the exhibits related to this section.
12. During the reporting period ODE staff coordinated training regarding sexual harassment, diversity and Title IX. A full reporting on this training can be found in the internal communication and employment analysis (training analysis) sections of this affirmative action plan.
13. Supervisors' work performance is evaluated on the basis of their equal employment opportunity efforts and results, as well as their performance criteria.
14. Supervisors must take action to prevent harassment of employees placed through affirmative action efforts.
15. ODE advises and informs those individuals involved in the hiring and promotion process of their legal obligations and of the University's procedures for recruitment, hiring, interviewing, and counseling through written guidelines and orientation training. Each department monitors or has monitored all hiring and promotion actions.
16. ODE and the respective departments coordinate the communication of affirmative action information to all employees and applicants on a continuing basis.
17. Each department conducting a search completes, or has completed, all Equal Employment Opportunity or Affirmative Action forms.
18. Each department documents the search and selection procedure when a new employee is hired, in accordance with the search procedure.
19. Each major division works with community relations programs in efforts to improve the quality of relations between Central Connecticut State University and the outside community, minority organizations, women's organizations, organizations of and for persons with disabilities, organizations of and for disabled veterans and veterans of the Vietnam Era and community action groups.
20. Where appropriate, each department develops and coordinates additional plans as needed in areas other than employment, such as Title IX, student programs, financial aid, admissions, and career planning.
21. Each department advises its individual members of his or her specific area of responsibility for the implementation of the Affirmative Action program.

The ODE co-sponsored several events with the Ruthe Boyea Women's Center, the Committee on the Concerns of Women, the Center for Africana Studies, the African American Studies Program, the Caribbean and Latin American Studies Center, Latin American Student Organization, Center for International Education, and History Department. For example, these events include lectures about equity, affirmative action and social justice issues, and lectures by social activists. **A complete list of cultural events is available in Section 6. Internal Communication Supportive Materials.**

ORGANIZATIONAL ANALYSIS

This section of the Central Connecticut State University's Plan identifies the University's workforce organization.

Section 46a-68-82

In the previous review, the following was recommended:

The "lines without progression" need to be reviewed for the next filing. All of the job titles that are at the top of the lines of progression would be a title without a line of progression.

This has been addressed with this filing and the categories have been modified.

Job Title Study

Each position classification authorized by the Department of Administrative Services or established by statute is arranged into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity are listed separately. Unclassified and non-competitive titles are identified.

Occupational Category Study

Each position classification listed in the job title study is placed in an occupational category with other position classifications having similar job content, compensation schedules, and opportunity. Titles within an occupational category are ranked from the highest to the lowest compensation schedule, with the salary range for each classification noted.

The University reviewed the **Job Title Study** and the **Occupational Category Study** during this reporting period. As a result, the University has made several updates to the **Job Title Study** and the **Occupational Category Study**.

In the **Job Title Study**, the following *new positions were added* to their respective line of progression:

Assistant Director of Continuing Education
 Assistant Director of Human Resources
 Associate Dean Student Affairs
 Associate Director of the Confucius Center
 Coordinator of Design & Publications
 Coordinator of Wellness Education
 Counselor (School of Professional Studies)
 Desktop Engineer Manager
 Drafter 1
 Maintainer (Landscape Technician)
 Manager Contract Compliance/Procurement Services
 Manager of the CT Sentencing Commission
 Materials Storage Specialist
 Networking/Telecommunication Specialist
 Operations and Database Specialist
 Sexual Assault and Violence Prevention Specialist
 Sports information Assistant
 Student Technology Resources Manager

The following titles were changed without a change in rank:

From:	To:
Assistant Dean, School of Education and Professional Studies	Assistant Dean Professional Programs & Certification Officer
Assistant Director of University Relations	Assistant Director of Marketing and Communication
Instructional Media Coordinator	Instructional Coordinator
Instructional Technology Systems Administrator	Desktop Engineer

The following titles and/or ranks were changed:

From:	To:
Accounting and Budget Assistant (Admin 2)	Accounting and Budget Assistant (Admin 3)
Associate Director of Business Services (Admin 4)	Associate Director of Business Services (Admin 5)
Associate Director Health Services (Admin 4)	Associate Director Student Wellness Services (Admin 5)
University Judicial Director (Admin 5)	Director of Student Conduct (Admin 6)
Coordinator Student Disability Services (Admin 5) – This position was redlined at the Admin 5 level for previous incumbent, position was always ranked at the level IV	Coordinator Student Disability Services (Admin 4)

The University will continue to evaluate the **Job Title Study** in an effort to determine which job titles, with or without lines of progression, will be utilized in the future. All resulting changes in the **Job Title Study** will be reported in the next filing of the plan.

**ORGANIZATIONAL ANALYSIS
2014 - 2015**

**JOB TITLE STUDY
Section 46a-68-82**

UNCLASSIFIED POSITIONS

Office of Academic Affairs

Provost and Vice President for Academic Affairs
Associate Vice President for Academic Affairs

Academic Schools

Arts and Sciences

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

School of Business

Dean, School of Business
Associate Dean, School of Business
Assistant Dean, School of Business

School of Education and Professional Studies

Dean, School of Education and Professional Studies
Associate Dean, School of Education and Professional Studies
Assistant Dean, School of Education and Professional Studies
Assistant Dean, Professional Programs & Certification Officer
Assistant Dean for School/Community Partnerships and Assessment
Counselor (School of Professional Studies)
Coordinator of School/Community Partnerships

School of Engineering & Technology

Dean, School of Engineering & Technology
Associate Dean, School of Engineering & Technology

Graduate Studies

Associate Vice President Academic Affairs & Dean of Graduate Studies
Assistant Dean, Graduate Studies
Associate Director, Graduate Studies

Faculty

Professor
Associate Professor
Assistant Professor
Instructor

Bursar

Bursar
Associate Bursar

Assistant Bursar
Assistant Director
Assistant to the Bursar

Business Services

Director of Business Services
Associate Director, Business Services
Manager of Contract Compliance/Procurement Services
Contract Compliance Specialist

Campus One Card

Director of Auxiliary Services for IT
Campus One Card System Specialist

Center for Advising & Career Exploration (CACE)

Director of the Center for Advising & Career Exploration
Associate Director of the Center for Advising & Career Exploration
Center for Advising & Career Exploration Specialist
Advising Assistant

Center for International Education (CIE)

Director of Center for International Education
Associate Director of Center for International Education
Associate Director of CIE & Coordinator of IELP
Associate Director of Int'l Student & Scholar Services
International Education Coordinator

Center for Public Policy and Social Research (CPPSR)

Executive Director of the Center for Public Policy & Social Research
Associate Director, Center for Social Research
Assistant Director, Center for Social Research
Assistant Director, Local, Regional & State Affairs
Policy & Research Specialist

Confucius Institute

Director, U.S.-China Center
Associate Director
Program Administrator

Continuing Education (Office of)

Director of Continuing Education
Associate Director Continuing Education

Environmental Health and Safety

Director, Environmental Health & Safety
Environmental Health & Safety Coordinator

Facilities Management

Assistant Chief Administrative Officer/Director of Facilities Management Coordinator, Capital
Projects/Facilities Planning
Facilities Operations Manager
Operations Coordinator
Coordinator, Capital Projects and Facilities Planning

Coordinator, University Construction Facilities Management
Facilities Contract Administrator
Assistant Director, Facility Support Services
Assistant Director, Facilities Management
Accounting & Budget Assistant
Property Inventory Control Coordinator
Property Control Assistant
Materials Storage Supervisor 1

Financial Aid

Director of Financial Aid
Associate Director of Financial Aid
Assistant Director of Financial Aid
Financial Aid Counselor

Fiscal Affairs

Chief Financial Officer
Controller
Director of Accounting
Associate Director of Accounting
Assistant Director of Accounting
Grants Administration Manager
Accounting & Budget Assistant
Budget Assistant

Grants and Funded Research Office

Director of the Office of Grants and Funded Research
Assistant Director of the Office of Grants and Funded Research

Human Resources

Chief Human Resources Officer
Human Resources Administrator
Assistant Director of Human Resources
Associate in Human Resources
Assistant in Human Resources
Assistant in Human Resources I
Administrative Operations Assistant

IMRP

Director of the Institute for Municipal and Regional Policy (IMRP)
Associate Director, Center for Social Research
Program Administrator
Research Specialist
IMRP Program Assistant

Information Technology

Chief Information Officer
Director of Client Support Services
Director of Technical Services
Director Administrative Technical Services
Student Technical Resources Manager
Computer Facilities Manager (School of Technology)
Enterprise Resource Planning Manager

Project Manager
System Manager
Manager Support Services
Manager of University Internet Services
Desktop Engineer
Data Network Manager
Desktop Engineer Manager
Assistant Manager of Internet Services
Customer Support Center Supervisor
Database Administrator
Data Network Specialist
Instructional Design & Technology Resource Center Supervisor
Network Security Specialist
Networking/Telecommunication Specialist
Operations and Database Support Specialist
Media Technology Manager
Operations Coordinator
Programmer Specialist
Server Administrator
Technical Support Specialist
Instructional Technology Systems Administrator
Voice Systems Specialist
Desktop Support Technician
Software Support/Training Specialist
Digital Media Production Coordinator
Customer Support Center Lead
Instructional Media Coordinator
Instructional Coordinator
Operations and Data Support Specialist
Desktop Support Assistant
Customer Support Center Assistant
Media Technician
Property Control Assistant
Support Assistant (Server or Systems)
Server Support Specialist
Computer Support Assistant
Video Engineering Specialist

Institute of Technology & Business Development (ITBD)

Executive Assistant to the President for Community Business Programs
Business Development Manager
Business and Facility Manager
Business Development Specialist
Conference Center Manager
Conference Center Assistant Manager/Information Technology Specialist
Business Development Assistant/Youth Programs
Business Development Coordinator
Professional Development Specialist
Project Coordinator
Disadvantaged Business Enterprise (DBE) Administrator

Institutional Advancement

Vice President for Institutional Advancement

Associate to the Vice President for Institutional Advancement
Director of Institutional Advancement
Director, Advancement Services
Associate Director, Alumni Affairs
Major Gifts Associate
Advancement Services Specialist

Institutional Research

Director of Institutional Research and Assessment
Institutional Research Specialist
Planner/Analyst

Intercollegiate Athletics

Administrative

Director, Intercollegiate Athletics
Senior Associate Athletics Director
Associate Director, Athletics for Compliance
Associate Director of Athletics/External Services
Assistant Director for Administration and Student Services
Assistant Director of Athletics for Communication & Media Services
Assistant Compliance Coordinator
Accounting and Budget Specialist
Equipment Manager
Athletic Trainer II
Sports Information Assistant
Athletics Communications Trainee

Coaching

Coach IV
Coach III
Coach II
Coach I
Coach A

Learning Center

Director, Learning Center
Learning Center Academic Support Specialist

Library Services

Director of Library Services
Associate Director of Library Services
Librarian
Associate Librarian
Assistant Librarian

Marketing and Communications

Associate Vice President for Marketing and Communications
Media Relations Officer
Manager of University Internet Services
Associate Director Marketing and Communications
Assistant Director Marketing and Communications
Coordinator of Design & Publications

Pre-Collegiate & Access Services

Director of Pre-Collegiate and Access Services
Associate Director of Pre-Collegiate and Access Services
ConnCAP Site Coordinator

Recruitment and Admissions

Director of Recruitment and Admissions
Associate Director of Recruitment and Admissions
Assistant Director of Recruitment and Admissions

Registrar

Registrar
Associate Registrar
Associate Registrar for Scheduling and CAPP
Assistant Director, Registrar
Assistant Registrar
Degree Auditor

Residence Life

Director of Residence Life
Associate Director of Residence Life
Assistant Director of Residence Life
Assistant to Director/Area Coordinator
Assistant to Director/Residence Hall Director

Student Activities/Leadership Development

Director of Student Activities/Leadership Development
Associate Director, Student Activities/Leadership Development
Assistant Director, Student Activities/Leadership Development
Assistant Director/Coordinator for Central Access & Student Development
Program Assistant

Student Affairs

Vice President for Student Affairs
Associate Dean of Student Affairs

Student Center

Director of Student Center Operation & Services
Associate Director of the Student Center
Assistant Director of the Student Center

Student Conduct (Office of)

Director Student Conduct
Assistant Director, Office of Student Conduct

Student Wellness Services: Health and Medical

Student Wellness Services: Health

Associate Director, Student Wellness Services
University Health Psychiatric Nurse Practitioner
Coordinator of Wellness Education
Advanced Practice Registered Nurse (APRN)
College Health Nurse

Counseling

Associate Director of Counseling and Wellness
Counselor
Associate Counselor
Assistant Counselor
Wellness Program Administrator

TRIO Student Support Services

Trio Project Coordinator
Trio Project Assistant

Veterans Affairs (Office of)

Veterans Affairs Coordinator
Veteran Retention Assistant

Unclassified Positions without Lines of Progression

Access and Security Coordinator (Facilities)
Academic Advising Specialist
Administrative Assistant to President
Administrative Coordinator
Administrative Support Coordinator
Advising and Student Support Specialist
Assistant Director/Coordinator, CASD Grant Program
Associate Director, Graduate Office
Associate in Diversity and Equity
Campus Architect
Capital Budget Administrator
Coordinator of Community Engagement
Coordinator, Student Disability Services
Coordinator of Women's Center
Chief Administrative Officer
Special Assistant to the President
Director of Academic Articulations and Partnerships
Director, Academic Center for Student Athletes
Director of Engineering
Director, Office of Student Teaching and Field Experiences
Director of Operational Logistics and Events Management (Admin. Affairs)
Director of Student Wellness Services and University Physician
Executive Assistant to the President/Chief Diversity Officer
Graduate Studies Degree Auditor
President
Project Assistant (School of Education)
Project Assistant (Academic Affairs, Travelers' EDGE)
Project Coordinator (Academic Affairs, Travelers' EDGE)
Recreation Specialist
Science Technical Specialist
Sexual Assault and Violence Prevention Specialist
Team Advisor (Academic Center for Student Athletes)
University Research Technician 1

Titles at the top of their line of progression without further lines of Progression

Assistant Chief Administrative Officer/Director of Facilities Management Coordinator, Capital Projects/Facilities Planning

Associate Director of Counseling and Wellness

Associate Director, Student Wellness Services

Associate Vice President for Marketing and Communications

Bursar

Chief Financial Officer

Chief Human Resources Officer

Chief Information Officer

Director of Auxiliary Services for IT

Director of Business Services

Director of Center for International Education

Director of Continuing Education

Director of Financial Aid

Director of Institutional Research and Assessment

Director of Library Services

Director of Pre-Collegiate and Access Services

Director of Recruitment and Admissions

Director of Residence Life

Director of Student Activities/Leadership Development

Director of Student Center Operation & Services

Director of the Center for Advising & Career Exploration

Director of the Institute for Municipal and Regional Policy (IMRP)

Director of the Office of Grants and Funded Research

Director Student Conduct

Director, Environmental Health & Safety

Director, Intercollegiate Athletics

Director, Learning Center

Director, U.S.-China Center

Executive Assistant to the President for Community Business Programs

Executive Director of the Center for Public Policy & Social Research

Provost and Vice President for Academic Affairs

Registrar

Trio Project Coordinator

Veterans Affairs Coordinator

Vice President for Institutional Advancement

Vice President for Student Affairs

CLASSIFIED POSITIONS

Accounting

Associate Accountant

Assistant Accountant

Accounting Trainee

Clerical

CSU Administrative Assistant (1)

Unit Supervisor

Administrative Assistant

Secretary 2

Secretary 1

Processing Technician

Office Assistant
Clerk Typist

Fiscal

Fiscal Administrative Assistant
Financial Clerk

Mail Services

Mail Services Supervisor 1
Lead Mail Handler
Mail Handler (2)

Paraprofessional\Technical

Library Technician
Library Technical Assistant

Lead University Research Technician
University Research Technician 2

Payroll

Payroll Officer 2
Payroll Clerk
Assistant in Payroll/Accounts Payable (1)

Protective Services

Chief of Police (1)
Police Lieutenant
Fire Lieutenant
Police Sergeant
Police Detective
Police Officer
Protective Services Trainee

Purchasing

Purchasing Manager (1)
Procurement Specialist (1)
Purchasing Assistant

Secretarial

CSU Administrative Assistant (1)
Administrative Assistant
Secretary 2
Secretary 1
Office Assistant
Clerk Typist

Service/Maintenance

Materials Storage Supervisor (2)
Storekeeper (2)
Storekeeper Assistant (2)

General Trades Worker (2)
Skilled Maintainer (2)
Maintainer (2)

Supervising Custodian (2)

Lead Custodian (2)

Custodian (2)

Duplicating Services Supervisor1

Duplicating Technician 2

Skilled Craft

Lead Power Plant Operator Energy Center

Power Plant Operator Energy Center Engineer (2)

Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

Qualified Craft Worker (Carpenter, Painter, Locksmith, Plumbing, Electrical, Mason, Mechanics, HVAC, Plmn & Stmfr) (2)

Classified Positions without Lines of Progression

Building Maintenance Supervisor

Building Superintendent 1

Drafter 1

Plant Facilities Engineer 2

Planetarium Technician

Telecommunications Dispatcher (2)

Classified positions at the top of their lines of progression without further lines of progression

Associate Accountant

CSU Administrative Assistant (1)

Fiscal Administrative Assistant

Library Technician

Mail Services Supervisor 1

Payroll Officer 2

Purchasing Manager (1)

CSU Administrative Assistant (1)

Materials Storage Supervisor (2)

General Trades Worker (2)

Supervising Custodian (2)

Duplicating Services Supervisor1

Lead Power Plant Operator Energy Center

Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

(1) Unclassified

(2) Non-competitive

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 1: Executive, Administrative & Managerial				
1	President		\$299,460	
1	Provost & Vice President of Academic Affairs	MC049	\$170,406	\$240,456
1	Vice President for Student Affairs	MC047	\$153,739	\$217,322
1	Vice President for Institutional Advancement	MC046	\$146,325	\$206,350
1	Chief Administrative Officer	MC045	\$138,793	\$195,616
1	Chief Financial Officer	MC045	\$138,793	\$195,616
1	Dean, School of Business	MC045*	\$139,900	\$209,004
1	Dean, School of Engineering & Technology	MC045*	\$139,900	\$209,004
1	Dean, School of Education and Professional Studies	MC045	\$138,793	\$195,616
1	Dean, School of Arts & Sciences	MC045	\$138,793	\$195,616
1	Associate Vice President and Dean of Graduate School	MC044	\$131,789	\$186,052
1	Associate Vice President for Academic Affairs	MC044	\$131,789	\$186,052
1	Chief Diversity Officer/Executive Assistant to the President	MC044	\$131,789	\$186,052
1	Chief Human Resources Officer	MC044	\$131,789	\$186,052
1	Chief Information Officer	MC044	\$131,789	\$186,052
1	Executive Assistant to the President, ITBD	MC044	\$131,789	\$186,052
1	Associate to the Chief Administrative Officer	MC043	\$125,198	\$176,750
1	Associate Vice President for Marketing & Comm.	MC043	\$125,198	\$176,750
1	Special Assistant to the President	MC043	\$125,198	\$176,750
1	Associate to the VP for Institutional Advancement	MC042	\$104,540	\$141,438
1	Chief of Police	MC042	\$104,540	\$141,438
1	Executive Director, CPP&SR	MC042	\$104,540	\$141,438
1	Director, Intercollegiate Athletics	S2008	\$102,353	\$153,409
1	Physician/Director of University Health Services	S2008	\$102,353	\$151,542
1	Director, Institutional Research and Assessment	MC041	\$96,534	\$130,603
1	Assistant Chief Administrative Officer/Director	S2007	\$89,003	\$133,399
1	Associate Dean of Arts & Sciences	S2007	\$89,003	\$133,399
1	Associate Dean, School of Business	S2007	\$89,003	\$133,399
1	Associate Dean, School of Education & Professional Studies	S2007	\$89,003	\$133,399
1	Associate Dean, School of Engineering & Technology	S2007	\$89,003	\$133,399
1	Associate Dean, Student Affairs	S2007	\$89,003	\$133,399
1	Controller	S2007	\$89,003	\$133,399
1	Director, Academic Articulations & Partnerships	S2007	\$89,003	\$133,399
1	Director, Recruitment & Admissions	S2007	\$89,003	\$133,399
1	Director, Center for International Education	S2007	\$89,003	\$133,399
1	Director, Institutional Advancement	S2007	\$89,003	\$133,399
1	Director, Library Services	S2007	\$89,003	\$133,399
1	Human Resources Administrator	MC039	\$86,894	\$117,563
* School of Business and Engineering Deans higher pay grade				
Category 2: Faculty				
2	Professor (12 Month)	A2004	\$102,229	\$136,658
2	Professor (10 Month)	A1004	\$85,191	\$113,882
2	Associate Professor (10 month)	A1003	\$71,560	\$95,791
2	Assistant Professor (10 Month)	A1002	\$57,930	\$77,699
2	Instructor (10 Month)	A1001	\$51,115	\$68,654
Category 2: Coaching/Athletic				
2	Coach IV / Athletic Trainer IV (12 Month)	A2004	\$102,229	\$136,658
2	Coach IV / Athletic Trainer IV (10 Month)	A1004	\$85,191	\$113,882

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
2	Coach III / Athletic Trainer III (12 Month)	A2003	\$85,872	\$114,949
2	Coach III / Athletic Trainer III (10 Month)	A1003	\$71,560	\$95,791
2	Coach II / Athletic Trainer II	A2002	\$69,516	\$93,239
2	Coach I / Athletic Trainer I (12 Month)	A2001	\$61,338	\$82,285
2	Coach I / Athletic Trainer I (10 Month)	A1001	\$5,115	\$68,654
2	Coach A (12 month)	A2005	\$49,070	\$65,908
2	Coach A (10 month)	A1005	\$40,892	\$54,923
Category 3: Professional/Non-faculty				
3	Counselor	A2004	\$102,229	\$136,658
3	Associate Counselor (12 month)	A2003	\$85,872	\$114,949
3	Librarian	A1004	\$85,191	\$113,882
3	Computer Facilities Manager (School of Technology)	S2006	\$79,874	\$121,718
3	Director, Accounting	S2006	\$79,874	\$121,718
3	Director, Administrative Technical Services	S2006	\$79,874	\$121,718
3	Director, Business Services	S2006	\$79,874	\$121,718
3	Director, Ctr. Advising & Career Exploration	S2006	\$79,874	\$121,718
3	Director, Client Support Services	S2006	\$79,874	\$121,718
3	Director, Counseling and Wellness	S2006	\$79,874	\$121,718
3	Director, Financial Aid	S2006	\$79,874	\$121,718
3	Director, Learning Center	S2006	\$79,874	\$121,718
3	Director, Office of Grants & Funded Research	S2006	\$79,874	\$121,718
3	Director, Operational Logistics and Events Management	S2006	\$79,874	\$121,718
3	Director, Residence Life	S2006	\$79,874	\$121,718
3	Director, Student Activities/Leadership Development	S2006	\$79,874	\$121,718
3	Director, Student Center Operation & Services	S2006	\$79,874	\$121,718
3	Director, Student Conduct	S2006	\$79,874	\$121,718
3	Director, Technical Services	S2006	\$79,874	\$121,718
3	Registrar	S2006	\$79,874	\$121,718
3	Senior Associate Athletics Director	S2006	\$79,874	\$121,718
3	Assistant Director Human Resources	MC036	\$75,626	\$102,316
3	Associate Accountant	AR026	\$72,786	\$93,813
3	Payroll Officer 2	AR025	\$72,786	\$93,813
3	Associate Counselor (10 month)	A1003	\$71,560	\$95,791
3	Associate Librarian	A1003	\$71,560	\$95,791
3	Associate Director, Accounting	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for Compliance	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for External Services	S2005	\$70,745	\$110,037
3	Associate Director, Business Services	S2005	\$70,745	\$110,037
3	Associate Director, Ctr for Advising & Career Exploration	S2005	\$70,745	\$110,037
3	Associate Director, International Education	S2005	\$70,745	\$110,037
3	Associate Director, Library Services	S2005	\$70,745	\$110,037
3	Associate Director, Student Wellness Services	S2005	\$70,745	\$110,037
3	Bursar	S2005	\$70,745	\$110,037
3	Business Development Manager	S2005	\$70,745	\$110,037
3	Campus Architect	S2005	\$70,745	\$110,037
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$70,745	\$110,037
3	Coordinator, Student Disability Services (RC)	S2005	\$70,745	\$110,037
3	Data Network Manager	S2005	\$70,745	\$110,037
3	Desktop Engineer Manager	S2005	\$70,745	\$110,037
3	Director, Academic Center for Student Athletes	S2005	\$70,745	\$110,037

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Director, Advancement Services	S2005	\$70,745	\$110,037
3	Director, Auxillary Services (IT)	S2005	\$70,745	\$110,037
3	Director, Continuing Education	S2005	\$70,745	\$110,037
3	Director, Engineering	S2005	\$70,745	\$110,037
3	Director, Environmental Health & Safety	S2005	\$70,745	\$110,037
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	\$70,745	\$110,037
3	Director, Pre-Collegiate and Access Services	S2005	\$70,745	\$110,037
3	Director, U.S. - China Center	S2005	\$70,745	\$110,037
3	Enterprise Resource Planning Manager	S2005	\$70,745	\$110,037
3	Facilities Operations Manager	S2005	\$70,745	\$110,037
3	Manager, Support Services	S2005	\$70,745	\$110,037
3	Manager of University Internet Services	S2005	\$70,745	\$110,037
3	Media Relations Officer	S2005	\$70,745	\$110,037
3	Network Security Manager	S2005	\$70,745	\$110,037
3	Project Manager, IT	S2005	\$70,745	\$110,037
3	Student Tech. Resource Manager	S2005	\$70,745	\$110,037
3	System Manager	S2005	\$70,745	\$110,037
3	Administrative Assistant to President	MC035	\$69,101	\$93,489
3	Associate in Diversity and Equity	MC034	\$63,021	\$85,263
3	Associate in Human Resources	MC034	\$63,021	\$85,263
3	Advanced Practice Registered Nurse (APRN)	S2004	\$61,617	\$98,355
3	Assistant Dean, Professional Programs & Certification Officer	S2004	\$61,617	\$98,355
3	Assistant Dean, Graduate Studies	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Arts & Sciences	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Business	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Ed. & Professional Studies	S2004	\$61,617	\$98,355
3	Assistant Director, Accounting	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Facility Support Services	S2004	\$61,617	\$98,355
3	Assistant Manager for Internet Services	S2004	\$61,617	\$98,355
3	Associate Bursar	S2004	\$61,617	\$98,355
3	Associate Director, CIE & Coordinator of IELP	S2004	\$61,617	\$98,355
3	Associate Director, CIE/ Intl Student and Scholar Svcs	S2004	\$61,617	\$98,355
3	Associate Director, Center for Social Research	S2004	\$61,617	\$98,355
3	Associate Director, Confucious Center	S2004	\$61,617	\$98,355
3	Associate Director, Communication & Marketing	S2004	\$61,617	\$98,355
3	Associate Director, Counseling and Wellness	S2004	\$61,617	\$98,355
3	Associate Director, Alumni Affairs	S2004	\$61,617	\$98,355
3	Associate Director, Cont. Ed. & Community Engagement	S2004	\$61,617	\$98,355
3	Associate Director, Financial Aid	S2004	\$61,617	\$98,355
3	Associate Director, Graduate Office	S2004	\$61,617	\$98,355
3	Associate Director, Int'l Student & Scholar Svcs Coord.	S2004	\$61,617	\$98,355
3	Associate Director, Pre-Collegiate and Access Services	S2004	\$61,617	\$98,355
3	Associate Director, Recruitment & Admissions	S2004	\$61,617	\$98,355
3	Associate Director, Residence Life	S2004	\$61,617	\$98,355
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$61,617	\$98,355
3	Associate Director, Student Center	S2004	\$61,617	\$98,355
3	Associate Registrar	S2004	\$61,617	\$98,355
3	Associate Registrar for CAPP	S2004	\$61,617	\$98,355
3	Business & Facility Manager (ITBD)	S2004	\$61,617	\$98,355

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Capital Budget Administrator	S2004	\$61,617	\$98,355
3	Coordinator, Community Engagement	S2004	\$61,617	\$98,355
3	Coordinator, University Construction Facilities Management	S2004	\$61,617	\$98,355
3	Coordinator, Wellness Education	S2004	\$61,617	\$98,355
3	Coordinator, Women's Center	S2004	\$61,617	\$98,355
3	Customer Support Center Supervisor	S2004	\$61,617	\$98,355
3	Data Network Specialist	S2004	\$61,617	\$98,355
3	Database Administrator	S2004	\$61,617	\$98,355
3	Desktop Engineer	S2004	\$61,617	\$98,355
3	Director, Office of Student Teaching and Field Experiences	S2004	\$61,617	\$98,355
3	Director, University Learning Center	S2004	\$61,617	\$98,355
3	Facilities Contract Administrator	S2004	\$61,617	\$98,355
3	Grants Administration Manager	S2004	\$61,617	\$98,355
3	Institutional Research Specialist	S2004	\$61,617	\$98,355
3	Instructional Design & Technology Resource Center Supervisor	S2004	\$61,617	\$98,355
3	Instructional Technology Systems Administrator	S2004	\$61,617	\$98,355
3	Manager Contract Compliance/Procurement Services	S2004	\$61,617	\$98,355
3	Media Technology Manager	S2004	\$61,617	\$98,355
3	Network Security Specialist	S2004	\$61,617	\$98,355
3	Operations Coordinator	S2004	\$61,617	\$98,355
3	Programmer Specialist	S2004	\$61,617	\$98,355
3	Project Coordinator	S2004	\$61,617	\$98,355
3	Purchasing Manager	S2004	\$61,617	\$98,355
3	Server Administrator	S2004	\$61,617	\$98,355
3	Technical Support Specialist	S2004	\$61,617	\$98,355
3	Veterans Affairs Coordinator	S2004	\$61,617	\$98,355
3	Voice Systems Specialist	S2004	\$61,617	\$98,355
3	Assistant Counselor	A3002	\$57,930	\$77,699
3	Assistant Librarian	A1002	\$57,930	\$77,699
3	Assistant in Human Resources	MC033	\$57,535	\$77,840
3	CSU Administrative Assistant	MC033	\$57,535	\$77,840
3	Video Engineering Specialist	ES022	\$56,263	\$77,655
3	Academic Advising Specialist	S2003	\$52,489	\$86,675
3	Academic Support Specialist	S2003	\$52,489	\$86,675
3	Access and Security Coordinator (Facilities)	S2003	\$52,489	\$86,675
3	Accounting and Budget Specialist (athletics)	S2003	\$52,489	\$86,675
3	Advancement Services Specialist	S2003	\$52,489	\$86,675
3	Advising and Career Exploration Specialist	S2003	\$52,489	\$86,675
3	Advising and Student Support Specialist	S2003	\$52,489	\$86,675
3	Assistant Bursar	S2003	\$52,489	\$86,675
3	Assistant Compliance Coordinator	S2003	\$52,489	\$86,675
3	Assistant Director, Admissions	S2003	\$52,489	\$86,675
3	Assistant Director, Bursar	S2003	\$52,489	\$86,675
3	Assistant Director, Center for Social Research	S2003	\$52,489	\$86,675
3	Assistant Director, Facilities Management	S2003	\$52,489	\$86,675
3	Assistant Director, Financial Aid	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Student Conduct	S2003	\$52,489	\$86,675
3	Assistant Director, Local, Regional & State Affairs	S2003	\$52,489	\$86,675
3	Assistant Director, Marketing and Communications	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Grants & Funded Research	S2003	\$52,489	\$86,675
3	Assistant Director, Recruitment & Admissions	S2003	\$52,489	\$86,675

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Assistant Director, Registrar	S2003	\$52,489	\$86,675
3	Assistant Director, Residence Life	S2003	\$52,489	\$86,675
3	Assistant Director, Student Activities/Leadership Dev.	S2003	\$52,489	\$86,675
3	Assistant Director, Student Center	S2003	\$52,489	\$86,675
3	Assistant Director/Coordinator, CASD Grant Program	S2003	\$52,489	\$86,675
3	Assistant Director/Coord. Central Access & Student Dev.	S2003	\$52,489	\$86,675
3	Assistant Registrar	S2003	\$52,489	\$86,675
3	Assistant to the Bursar	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Athletics	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Budget	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Facilities Mgmt	S2003	\$52,489	\$86,675
3	Budget Assistant	S2003	\$52,489	\$86,675
3	Business Development Coordinator	S2003	\$52,489	\$86,675
3	Business Development Specialist (ITBD & CSBDC)	S2003	\$52,489	\$86,675
3	Campus One Card System Specialist	S2003	\$52,489	\$86,675
3	College Health Nurse	S2003	\$52,489	\$86,675
3	Conference Center Manager	S2003	\$52,489	\$86,675
3	ConnCAP Site Coordinator	S2003	\$52,489	\$86,675
3	Coordinator of Design & Publications	S2003	\$52,489	\$86,675
3	Customer Support Center Lead	S2003	\$52,489	\$86,675
3	Desktop Support Technician	S2003	\$52,489	\$86,675
3	Digital Media Production Coordinator	S2003	\$52,489	\$86,675
3	Environmental Health & Safety Coordinator	S2003	\$52,489	\$86,675
3	IT Specialist/Conference Center Assistant Manager	S2003	\$52,489	\$86,675
3	Instructional Media Coordinator	S2003	\$52,489	\$86,675
3	International Education Coordinator	S2003	\$52,489	\$86,675
3	Major Gifts Associate	S2003	\$52,489	\$86,675
3	Networking/Telecommunication Specialist	S2003	\$52,489	\$86,675
3	Operations & Database Support Specialist	S2003	\$52,489	\$86,675
3	Planner/Analyst	S2003	\$52,489	\$86,675
3	Policy & Research Specialist	S2003	\$52,489	\$86,675
3	Program Administrator (IMRP)	S2003	\$52,489	\$86,675
3	Project Coordinator	S2003	\$52,489	\$86,675
3	Property Inventory Control Coordinator	S2003	\$52,489	\$86,675
3	Recreation Specialist	S2003	\$52,489	\$86,675
3	Research Specialist, IMRP	S2003	\$52,489	\$86,675
3	Science Technical Specialist	S2003	\$52,489	\$86,675
3	Sexual Assault and Violence Prevention Specialist	S2003	\$52,489	\$86,675
3	Software Support/Training Specialist	S2003	\$52,489	\$86,675
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$52,489	\$86,675
3	Staff Librarian	A1001	\$51,115	\$68,654
3	Assistant in Human Resources I	MC032	\$51,108	\$69,146
3	Administrative Coordinator	S2002	\$43,360	\$74,993
3	Administrative Support Coordinator	S2002	\$43,360	\$74,993
3	Advising Assistant	S2002	\$43,360	\$74,993
3	Assistant to Director/Area Coordinator	S2002	\$43,360	\$74,993
3	Assistant to Director/Residence Hall Director	S2002	\$43,360	\$74,993
3	Assistant in Payroll/Accts Payable	S2002	\$43,360	\$74,993
3	Business Development Assistant	S2002	\$43,360	\$74,993
3	Customer Support Center Assistant	S2002	\$43,360	\$74,993
3	Degree Auditor	S2002	\$43,360	\$74,993

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Desktop Support Assistant	S2002	\$43,360	\$74,993
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	\$43,360	\$74,993
3	Equipment Manager	S2002	\$43,360	\$74,993
3	Financial Aid Counselor	S2002	\$43,360	\$74,993
3	Media Technician	S2002	\$43,360	\$74,993
3	Procurement Specialist	S2002	\$43,360	\$74,993
3	Program Administrator (China Center)	S2002	\$43,360	\$74,993
3	Program Assistant, IMRP	S2002	\$43,360	\$74,993
3	Project Assistant	S2002	\$43,360	\$74,993
3	Project Specialist	S2002	\$43,360	\$74,993
3	Property Control Assistant	S2002	\$43,360	\$74,993
3	Sports Information Assistant	S2002	\$43,360	\$74,993
3	Support Assistant (Server or Systems)	S2002	\$43,360	\$74,993
3	TRIO Project Assistant	S2002	\$43,360	\$74,993
3	Wellness Program Administrator	S2002	\$43,360	\$74,993
3	Veteran Retention Specialist	S2002	\$43,360	\$74,993
3	Drafter 1	ES016	\$42,930	\$58,899
3	Athletic Communication Trainee	S2001	\$33,235	\$61,468
3	Computer Support Assistant	S2001	\$33,235	\$61,468
3	Professional Development Specialist	S2001	\$33,235	\$61,468
Category 4: Clerical/Secretarial				
4	Administrative Assistant	CL019	\$53,935	\$69,795
4	Unit Supervisor	CL018	\$51,441	\$66,764
4	Purchasing Assistant	CL017	\$49,005	\$63,864
4	Administrative Operations Assistant	MC031	\$48,193	\$65,202
4	Processing Technician	CL016	\$46,721	\$61,096
4	Secretary 2	CL016	\$46,721	\$61,096
4	Payroll Clerk	CL016	\$46,721	\$61,096
4	Telecommunications Dispatcher	CL015	\$44,601	\$58,489
4	Secretary 1	CL014	\$42,684	\$56,009
4	Office Assistant	CL013	\$40,901	\$53,663
4	Financial Clerk	CL012	\$38,870	\$49,496
4	Clerk Typist	CL010	\$36,671	\$46,355
Category 5: Technical/Paraprofessional				
5	Lead University Research Technician	TC022	\$59,587	\$77,928
5	Library Technician	AR020	\$58,640	\$74,289
5	Assistant Accountant	AR019	\$55,797	\$70,999
5	Fiscal Administrative Assistant	AR019	\$55,797	\$70,999
5	University Research Technician 2	TC019	\$52,736	\$67,802
5	Planetarium Technician	TC018	\$50,326	\$64,892
5	Library Technical Assistant	AR016	\$48,235	\$62,050
5	University Research Technician 1	TC017	\$47,967	\$62,095
Category 6: Skilled Crafts				
6	Plant Facilities Engineer 2	FM032	\$95,493	\$124,851
6	QCW (Elec)	TC018	\$50,326	\$64,892
6	QCW (HVACR)	TC018	\$50,326	\$64,892
6	QCW (locksmith)	TC018	\$50,326	\$64,892
6	QCW (Pln&Stmfr)	TC018	\$50,326	\$64,892

**OCCUPATIONAL CATEGORY STUDY
2014- 2015**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
6	QCW (Carpy)	TC017	\$47,967	\$62,095
Category 7: Service/Maintenance (excluding Protective Services)				
7	Building Maintenance Supervisor	TC025	\$72,972	\$95,110
7	MaintSupv2 (Plmn&Stmfr)	FM024	\$69,641	\$90,932
7	MaintSupv2 (Genl) (40hrs/wk)	TC022	\$59,587	\$77,928
7	MaintSupv1 (Elecl)	TC022	\$59,587	\$77,928
7	Lead Power Plnt Oper Enrgy Ctr	TC021	\$58,031	\$74,078
7	MaintSupv1 (Genl)	TC020	\$55,361	\$70,892
7	MaintSupv1 (Lock)	TC020	\$55,361	\$70,892
7	Power Plant Operator Enrgy Ctr (40 hrs/wk) (RC)	TC019	\$52,736	\$67,802
7	Power Plant Operator Enrgy Ctr (40 hrs/wk)	TC018	\$50,326	\$64,892
7	Building Superintendent 1	TC018	\$50,326	\$64,892
7	Duplicating Services Supervisor 1	TC016	\$45,763	\$59,425
7	Mail Services Supervisor 1	TC016	\$45,763	\$59,425
7	Material Storage Supervisor 1	TC016	\$45,763	\$59,425
7	General Trades Worker	TC015	\$43,689	\$56,913
7	Duplicating Technician 2	TC014	\$41,756	\$54,531
7	Landscape Technician	TC014	\$41,756	\$54,531
7	Lead Mail Handler	TC014	\$41,756	\$54,531
7	Material Storage Specialist	TC014	\$41,756	\$54,531
7	Skilled Maintainer	TC014	\$41,756	\$54,531
7	Supervising Custodian	TC014	\$41,756	\$54,531
7	Storekeeper	TC012	\$37,917	\$48,251
7	Lead Custodian	TC011	\$36,847	\$46,661
7	Mail Handler	TC011	\$36,847	\$46,661
7	Custodian	TC009	\$34,852	\$43,551
7	Maintainer	TC009	\$34,852	\$43,551
7	Storekeeper Assistant	TC009	\$34,852	\$43,551
Category 7: Service/Maintenance - Protective Services				
7	Police Lieutenant	PS019	\$76,914	\$102,059
7	Fire Leiutenant	PS015	\$63,527	\$84,935
7	Police Sergeant	PS014	\$60,656	\$81,178
7	Detective	PS013	\$59,037	\$77,104
7	Police Officer	PS011	\$53,540	\$70,449
7	Protective Services Trainee	PS005	\$40,226	\$53,982

WORKFORCE ANALYSIS

Section 46a-68a-83

The race and sex composition of the full time workforce is included in the required format. A separate analysis has been calculated for part-time and disabled employees, as well as age groups in five year increments.

The Workforce Analysis inventories the following:

1. Total workforce by occupational category
2. Total workforce by position(s) within each occupational category
3. Workforce in each labor market area by position within each occupational category
4. Workforce in each labor market area by position within each occupational category
5. The age grouping, in five-year groupings, of the university's full-time workforce by occupational category
6. The number of physically disabled employees

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

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

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

Form #38A
 FULL-TIME WORKFORCE
 SUMMARY/OCCUPATIONAL CATEGORY

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	36	22	14	16	12	5	0	1	2	0	0
		61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%
Faculty	450	272	178	203	138	18	14	14	10	37	16
		60.4%	39.6%	45.1%	30.7%	4.0%	3.1%	3.1%	2.2%	8.2%	3.6%
Professional/Non-Faculty	227	94	133	74	101	9	13	9	15	2	4
		41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%
Clerical/Secretarial	97	10	87	3	63	3	12	3	11	1	1
		10.3%	89.7%	3.1%	64.9%	3.1%	12.4%	3.1%	11.3%	1.0%	1.0%
Technical/ParaProfessional	18	7	11	4	6	0	2	3	1	0	2
		38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%
Skilled Crafts	13	12	1	12	1	0	0	0	0	0	0
		92.3%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	74	61	13	47	9	5	0	9	4	0	0
		82.4%	17.6%	63.5%	12.2%	6.8%	0.0%	12.2%	5.4%	0.0%	0.0%
Protective Services	21	19	2	10	1	4	1	5	0	0	0
		90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%
TOTALS	936	497	439	369	331	44	42	44	43	40	23
	100.0%	53.1%	46.9%	39.4%	35.4%	4.7%	4.5%	4.7%	4.6%	4.3%	2.5%

Form #38A

FULL-TIME WORKFORCE

SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	36	22	14	16	12	5	0	1	2	0	0
Faculty	450	272	178	203	138	18	14	14	10	37	16
Professional/Non-Faculty	227	94	133	74	101	9	13	9	15	2	4
Clerical/Secretarial	0	0	0	0	0	0	0	0	0	0	0
Technical/ParaProfessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0	0	0	0
TOTALS	713	388	325	293	251	32	27	24	27	39	20
	100.0%	54.4%	45.6%	41.1%	35.2%	4.5%	3.8%	3.4%	3.8%	5.5%	2.8%

EEO1- Executive/Administrative
 Position/Occupational Category
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Adm.	23	14	9	11	8	3	0	0	1	0	0
Adm VIII	2	2	0	2	0	0	0	0	0	0	0
Adm VII	11	6	5	3	4	2	0	1	1	0	0
GRAND TOTALS	36	22	14	16	12	5	0	1	2	0	0
	100.0%	61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
 Position/Occupational Category 1
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Assoc to VP, Instit. Advancement	1	1	0	1	0	0	0	0	0	0	0
Assoc VP Academic Affairs	2	2	0	1	0	1	0	0	0	0	0
Assoc VP/AA & Dean, Grad Stud	1	0	1	0	1	0	0	0	0	0	0
Assoc VP, Marketing & Comm.	1	1	0	1	0	0	0	0	0	0	0
Chief Administrative Officer	1	1	0	0	0	1	0	0	0	0	0
Chief Diversity Officer	1	0	1	0	0	0	0	0	1	0	0
Chief Financial Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Human Resources Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Information Officer	0	0	0	0	0	0	0	0	0	0	0
Chief of Police/Director of Public Safety	1	1	0	0	0	1	0	0	0	0	0
Dean, School of A&S	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Business	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Ed & Prof. Studies	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Engineering & Technology	1	1	0	1	0	0	0	0	0	0	0
Director, Institutional Research	1	0	1	0	1	0	0	0	0	0	0
Assoc VP ITBD	1	1	0	1	0	0	0	0	0	0	0
Executive Director, CPP&SR	1	1	0	1	0	0	0	0	0	0	0
Human Resources Administrator	1	0	1	0	1	0	0	0	0	0	0
President	1	1	0	1	0	0	0	0	0	0	0
Provost & Vice President	1	1	0	1	0	0	0	0	0	0	0
Special Assistant to the President	1	0	1	0	1	0	0	0	0	0	0
Vice President Instit. Advancement	1	1	0	1	0	0	0	0	0	0	0
Vice President Student Affairs	1	0	1	0	1	0	0	0	0	0	0
SUB-TOTALS	23	14	9	11	8	3	0	0	1	0	0
	100.0%	60.9%	39.1%	47.8%	34.8%	13.0%	0.0%	0.0%	4.3%	0.0%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
 Position/Occupational Category Adm VII & Admin VIII
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator VII											
Asst. Chief Admin Ofcr/Director	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Arts & Sciences	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Business	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Education	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Engr. & Tech.	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Student Affairs	1	1	0	0	0	0	0	1	0	0	0
Controller	1	0	1	0	1	0	0	0	0	0	0
Director, Acad. Artic. & Partnerships	1	0	1	0	0	0	0	0	1	0	0
Director, Recruitment & Admissions	1	1	0	0	0	1	0	0	0	0	0
Director, Center for International Ed.	1	1	0	0	0	1	0	0	0	0	0
Director, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director, Library Services	1	1	0	1	0	0	0	0	0	0	0
Admin VII Total	11	6	5	3	4	2	0	1	1	0	0
Administrator VIII											
Physician	1	1	0	1	0	0	0	0	0	0	0
Director, Athletics	1	1	0	1	0	0	0	0	0	0	0
Admin VIII Total	2	2	0	2	0	0	0	0	0	0	0
SUB-TOTALS	13	8	5	5	4	2	0	1	1	0	0
	100.0%	61.5%	38.5%	38.5%	30.8%	15.4%	0.0%	7.7%	7.7%	0.0%	0.0%

EEO2 - FACULTY

Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
PROFESSOR	191	121	70	90	55	8	5	10	3	13	7
ASSOCIATE PROFESSOR	136	80	56	60	48	3	2	3	2	14	4
ASSISTANT PROFESSOR	87	45	42	30	27	4	6	1	5	10	4
INSTRUCTOR	5	4	1	4	0	0	0	0	0	0	1
COACHING STAFF	31	22	9	19	8	3	1	0	0	0	0
TOTALS	450	272	178	203	138	18	14	14	10	37	16
	100.0%	60.4%	39.6%	45.1%	30.7%	4.0%	3.1%	3.1%	2.2%	8.2%	3.6%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator II	26	14	12	10	6	3	4	1	1	0	1
Administrator III	68	16	52	12	45	2	4	2	3	0	0
Administrator IV	55	25	30	18	19	1	3	4	5	2	3
Administrator V	28	18	10	18	9	0	0	0	1	0	0
Administrator VI	16	13	3	10	2	2	0	1	1	0	0
MISCELLANEOUS	34	8	26	6	20	1	2	1	4	0	0
GRAND TOTAL	227	94	133	74	101	9	13	9	15	2	4
	100.0%	41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator I											
Athletics Communications Trainee	0	0	0	0	0	0	0	0	0	0	0
Administrator I Sub-Total	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS											
Administrative Asst. to the President	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of HR	1	0	1	0	1	0	0	0	0	0	0
Assistant in Human Resources 1	2	0	2	0	2	0	0	0	0	0	0
Assistant Librarian	5	1	4	1	4	0	0	0	0	0	0
Assistant Counselor	1	0	1	0	0	0	0	0	1	0	0
Associate Counselor	1	1	0	0	0	1	0	0	0	0	0
Associate in Diversity & Equity	1	1	0	1	0	0	0	0	0	0	0
Associate in Human Resources	3	0	3	0	2	0	0	0	1	0	0
Associate Librarian	4	2	2	1	2	0	0	1	0	0	0
Counselor	1	0	1	0	1	0	0	0	0	0	0
CSU Administrative Assistant	5	0	5	0	2	0	2	0	1	0	0
Drafter 1	2	1	1	1	0	0	0	0	1	0	0
Librarian	3	1	2	1	2	0	0	0	0	0	0
Payroll Officer 2	1	0	1	0	1	0	0	0	0	0	0
Serials Librarian	1	0	1	0	1	0	0	0	0	0	0
University Archivists	1	0	1	0	1	0	0	0	0	0	0
Video Engineering Specialist	1	1	0	1	0	0	0	0	0	0	0
Miscellaneous Sub-Total	34	8	26	6	20	1	2	1	4	0	0
Administrator I & Misc. TOTAL	34	8	26	6	20	1	2	1	4	0	0
	100.0%	23.5%	76.5%	17.6%	58.8%	2.9%	5.9%	2.9%	11.8%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National & Statewide

DATE: July 31, 2015

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator II											
Administrative Coordinator	2	1	1	1	1	0	0	0	0	0	0
Administrative Support Coordinator	1	0	1	0	1	0	0	0	0	0	0
Asst in Payroll/Accts Payable	1	0	1	0	0	0	0	0	0	0	1
Asst to Director/Area Coordinator	2	1	1	1	1	0	0	0	0	0	0
Asst to Director/Residence Hall Director	4	1	3	1	1	0	2	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Customer Support Center Assistant	2	2	0	2	0	0	0	0	0	0	0
Degree Auditor	3	1	2	1	0	0	1	0	1	0	0
Desktop Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Financial Aid Counselor	0	0	0	0	0	0	0	0	0	0	0
Media Technician	1	1	0	1	0	0	0	0	0	0	0
Procurement Specialist	1	1	0	0	0	1	0	0	0	0	0
Project Assistant, School of Ed.	1	0	1	0	1	0	0	0	0	0	0
Property Control Assistant, Facilities Mgt.	1	1	0	1	0	0	0	0	0	0	0
Property Control Assistant, IT User Support Serv.	1	1	0	0	0	1	0	0	0	0	0
Server Support Assistant	1	1	0	0	0	1	0	0	0	0	0
Sports Information Assistant	1	1	0	1	0	0	0	0	0	0	0
Systems Support Assistant	0	0	0	0	0	0	0	0	0	0	0
TRIO Project Assistant	1	1	0	0	0	0	0	1	0	0	0
Veteran Retention Assistant	1	0	1	0	0	0	1	0	0	0	0
TOTALS	26	14	12	10	6	3	4	1	1	0	1
	100.0%	53.8%	46.2%	38.5%	23.1%	11.5%	15.4%	3.8%	3.8%	0.0%	3.8%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator III											
Academic Advising Specialist	1	0	1	0	1	0	0	0	0	0	0
Academic Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Access & Security Coordinator	0	0	0	0	0	0	0	0	0	0	0
Accounting and Budget Assistant	3	1	2	0	2	1	0	0	0	0	0
Accounting and Budget Specialist (athletics)	0	0	0	0	0	0	0	0	0	0	0
Advancement Services Specialist	1	0	1	0	1	0	0	0	0	0	0
Advising & Career Expl. Specialist	8	2	6	1	4	1	1	0	1	0	0
Advising & Student Support Specialist	3	0	3	0	3	0	0	0	0	0	0
Assistant Bursar	2	0	2	0	1	0	1	0	0	0	0
Assistant Director Admissions	6	2	4	1	3	0	1	1	0	0	0
Assistant Director Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Facilities Management	1	1	0	1	0	0	0	0	0	0	0
Assistant Director Financial Aid	3	1	2	1	1	0	0	0	1	0	0
Assistant Director Marketing & Communication	1	1	0	1	0	0	0	0	0	0	0
Assistant Director Registrar	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Residence Life	0	0	0	0	0	0	0	0	0	0	0
Assistant Director Student Act & Leadership	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Center	2	0	2	0	2	0	0	0	0	0	0
Assistant Director Student Conduct	1	0	1	0	1	0	0	0	0	0	0
Assistant Registrar	1	0	1	0	1	0	0	0	0	0	0
Asst. Dir/Coord, CASD Grant Program	1	0	1	0	1	0	0	0	0	0	0
Budget & Accounting Assistant, Budget	1	0	1	0	1	0	0	0	0	0	0
Budget & Accounting Assistant, Facilities Management	1	0	1	0	1	0	0	0	0	0	0
Budget Assistant	1	0	1	0	1	0	0	0	0	0	0
Business Development Coordinator	1	0	1	0	1	0	0	0	0	0	0
Campus One Card System Specialist	1	1	0	1	0	0	0	0	0	0	0
College Health Nurse	0	0	0	0	0	0	0	0	0	0	0
Conference Center Manager	1	0	1	0	1	0	0	0	0	0	0
ConnCAP Site Coordinator	1	0	1	0	0	0	0	0	1	0	0
Coordinator of Design & Publications	1	0	1	0	1	0	0	0	0	0	0
Customer Support Center Lead	2	1	1	1	1	0	0	0	0	0	0
Desktop Support Technician	1	1	0	1	0	0	0	0	0	0	0
Digital Media Production Coordinator	1	1	0	1	0	0	0	0	0	0	0
Environmental Health & Safety Coordinator	0	0	0	0	0	0	0	0	0	0	0
Instructional Coordinator	1	0	1	0	1	0	0	0	0	0	0
Instructional Media Coordinator	1	0	1	0	1	0	0	0	0	0	0
International Education Coordinator	1	0	1	0	1	0	0	0	0	0	0
Major Gifts Associate	3	0	3	0	3	0	0	0	0	0	0
Networking/Telecommunication Specialist	1	0	1	0	1	0	0	0	0	0	0
Operations & Database Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Policy and Research Specialists	2	2	0	2	0	0	0	0	0	0	0
Program Administrator (IMRP)	0	0	0	0	0	0	0	0	0	0	0
Property & Inventory Control Coord.	1	0	1	0	0	0	1	0	0	0	0
Recreation Specialist	1	1	0	1	0	0	0	0	0	0	0
Research Specialist, IMRP	1	0	1	0	1	0	0	0	0	0	0
Server Support Specialist	1	1	0	0	0	0	0	1	0	0	0
Sexual Assault and Violence Prevention Specialist	1	0	1	0	1	0	0	0	0	0	0
Science Technical Specialist	2	0	2	0	2	0	0	0	0	0	0
Team Advisor	1	0	1	0	1	0	0	0	0	0	0
TOTALS	68	16	52	12	45	2	4	2	3	0	0
	100.0%	23.5%	76.5%	17.6%	66.2%	2.9%	5.9%	2.9%	4.4%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator IV											
Advanced Practice Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean	2	0	2	0	2	0	0	0	0	0	0
Assoc Dir, Center for Social Research	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, CIE/Coordinator of IELP	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, CIE/International Student and Scholar Services	1	0	1	0	0	0	1	0	0	0	0
Assoc Dir, Confusious Center	1	0	1	0	0	0	0	0	0	0	1
Assoc Dir, Alumni Affairs	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Graduate Studies	1	0	1	0	0	0	1	0	0	0	0
Assoc Dir, Health Services	1	0	1	0	0	0	0	0	1	0	0
Assoc Dir, Pre-Coll/Access	1	1	0	0	0	0	0	1	0	0	0
Assoc Dir, Recruit & Admissions	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, Residence Life	2	1	1	1	0	0	0	0	1	0	0
Assoc Dir, Student Activities Leadership Development	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Center	1	0	1	0	1	0	0	0	0	0	0
Associate Bursar	1	0	1	0	1	0	0	0	0	0	0
Associate Registrar	2	1	1	1	0	0	0	0	1	0	0
Associate Registrar for CAPP	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Professional Programs & Certification Officer	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Liberal Arts and Social Sciences	0	0	0	0	0	0	0	0	0	0	0
Asst Dean, School of Business	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Professional Programs and Certification Officer	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, Facil Supp Svcs	1	1	0	1	0	0	0	0	0	0	0
Asst Dir/Athl/Admin & Student Services	1	0	1	0	1	0	0	0	0	0	0
Asst Dir/Athl/Comm & Media Services	1	1	0	1	0	0	0	0	0	0	0
Asst. Mgr Internet Services	1	1	0	1	0	0	0	0	0	0	0
Business & Facility Manager	1	1	0	1	0	0	0	0	0	0	0
Capital Budget Administrator	1	0	1	0	1	0	0	0	0	0	0
Contract Compliance Specialist	0	0	0	0	0	0	0	0	0	0	0
Coord, Community Engagement	1	0	1	0	0	0	0	0	1	0	0
Coord, University Construction & Facilities Mgmt	1	1	0	0	0	0	0	1	0	0	0
Coord, Wellness Education	1	1	0	1	0	0	0	0	0	0	0
Coord, Women's Center	1	0	1	0	0	0	1	0	0	0	0
Customer Support Center Supervisor	1	0	1	0	0	0	0	0	1	0	0
Data Network Specialist	1	1	0	0	0	1	0	0	0	0	0
Desktop Engineer	1	1	0	1	0	0	0	0	0	0	0
Grants Administration Manager	1	0	1	0	1	0	0	0	0	0	0
Institutional Res Specialist	2	0	2	0	1	0	0	0	0	0	1
InstrDesign & TechResearch Center Supervisor	1	1	0	0	0	0	0	1	0	0	0
Manager Contract Compliance/Procurement Services	1	1	0	1	0	0	0	0	0	0	0
Media Technology Manager	1	1	0	1	0	0	0	0	0	0	0
Operations Coordinator	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist	5	3	2	1	1	0	0	0	0	2	1
Project Coordinator	1	1	0	1	0	0	0	0	0	0	0
Purchasing Manager	1	1	0	1	0	0	0	0	0	0	0
Server Administrator	3	3	0	3	0	0	0	0	0	0	0
Technical Support Specialist	2	1	1	1	1	0	0	0	0	0	0
Veterans Affairs Coordinator	1	1	0	0	0	0	0	1	0	0	0
Voice Systems Specialist	1	0	1	0	1	0	0	0	0	0	0
TOTALS	55	25	30	18	19	1	3	4	5	2	3

100.0% 45.5% 54.5% 32.7% 34.5% 1.8% 5.5% 7.3% 9.1% 3.6% 5.5%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator V											
Assoc Dir, Accounting	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Athletics for Compliance	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Athletics/External Services	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Business Services	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Ctr Advising & Career Exploration	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, International Education	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Wellness Services	1	1	0	1	0	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Business Development Manager	1	0	1	0	1	0	0	0	0	0	0
Campus Architect	1	1	0	1	0	0	0	0	0	0	0
Coordinator Capital Projects & Fac. Plng.	0	0	0	0	0	0	0	0	0	0	0
Coordinator Student Disability Services	0	0	0	0	0	0	0	0	0	0	0
Data Network Manager	1	1	0	1	0	0	0	0	0	0	0
Desktop Engineer Manager	1	1	0	1	0	0	0	0	0	0	0
Dir, Acad Ctr Student Athletes	1	1	0	1	0	0	0	0	0	0	0
Dir, Advancement Services	1	1	0	1	0	0	0	0	0	0	0
Dir, Auxillary Services (IT)	1	1	0	1	0	0	0	0	0	0	0
Dir, Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Dir, Engineering	1	1	0	1	0	0	0	0	0	0	0
Dir, Environmental Health and Safety	1	1	0	1	0	0	0	0	0	0	0
Dir, IMRP	1	1	0	1	0	0	0	0	0	0	0
Dir, Pre-Collegiate/Access Svcs	1	0	1	0	0	0	0	0	1	0	0
Enterprise Res Planning Mgr	1	0	1	0	1	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	1	0	0	0	0	0	0	0
Manager, Support Services	1	1	0	1	0	0	0	0	0	0	0
Manager of University Internet Services	1	1	0	1	0	0	0	0	0	0	0
Media Relations Officer	1	0	1	0	1	0	0	0	0	0	0
Network Security Manager	1	1	0	1	0	0	0	0	0	0	0
Project Manager, IT Administrative Tech.	1	1	0	1	0	0	0	0	0	0	0
Student Tech. Resources Manager	1	0	1	0	1	0	0	0	0	0	0
System Manager	1	1	0	1	0	0	0	0	0	0	0
TOTALS	28	18	10	18	9	0	0	0	1	0	0
	100.0%	64.3%	35.7%	64.3%	32.1%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrator VI											
Computer Facilities Manager	1	1	0	1	0	0	0	0	0	0	0
Director, Accounting Administrative	1	1	0	1	0	0	0	0	0	0	0
Director, Admin Technical Svcs	1	1	0	1	0	0	0	0	0	0	0
Director, Client Services	1	0	1	0	1	0	0	0	0	0	0
Director, Ctr Advising & Career Exploration	1	1	0	1	0	0	0	0	0	0	0
Director, Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Director, Grants & Funded Research	1	1	0	1	0	0	0	0	0	0	0
Director, Learning Center	1	0	1	0	1	0	0	0	0	0	0
Director, Op. Logistics & Event Mgt	1	1	0	1	0	0	0	0	0	0	0
Director, Residence Life	1	0	1	0	0	0	0	0	1	0	0
Director, Student Activities & Lead Develop	1	1	0	1	0	0	0	0	0	0	0
Director, Student Center	1	1	0	0	0	0	0	1	0	0	0
Director, Student Conduct	1	1	0	0	0	1	0	0	0	0	0
Director, Technical Services	1	1	0	1	0	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
Senior Associate Athletics Director	1	1	0	0	0	1	0	0	0	0	0
TOTALS	16	13	3	10	2	2	0	1	1	0	0
	100.0%	81.3%	18.8%	62.5%	12.5%	12.5%	0.0%	6.3%	6.3%	0.0%	0.0%

Form #38A
 FULL-TIME WORKFORCE
 SUMMARY: Hartford LMA

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Executive/Management	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical/Secretarial	97	10	87	3	63	3	12	3	11	1	1
Technical/ParaProfessional	18	7	11	4	6	0	2	3	1	0	2
Skilled Crafts	13	12	1	12	1	0	0	0	0	0	0
Service/Maintenance	74	61	13	47	9	5	0	9	4	0	0
Protective Services	21	19	2	10	1	4	1	5	0	0	0
TOTALS	223	109	114	76	80	12	15	20	16	1	3
	100.0%	48.9%	51.1%	34.1%	35.9%	5.4%	6.7%	9.0%	7.2%	0.4%	1.3%

EEO4 - SECRETARIAL/CLERICAL

Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Administrative Ops Assistant	1	0	1	0	0	0	1	0	0	0	0
Clerk Typist	2	0	2	0	2	0	0	0	0	0	0
Financial Clerk	1	0	1	0	0	0	1	0	0	0	0
Office Assistant	11	3	8	0	4	1	2	2	2	0	0
Payroll Clerk	2	1	1	0	1	0	0	1	0	0	0
Processing Technician	4	0	4	0	2	0	1	0	1	0	0
Secretary 1	5	1	4	0	2	1	0	0	2	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	0	0	1	0
Unit Supervisor	2	0	2	0	2	0	0	0	0	0	0
Sub-Total*	34	8	26	1	16	3	5	3	5	1	0
Administrative Assistant	22	1	21	1	17	0	2	0	2	0	0
Secretary 2	41	1	40	1	30	0	5	0	4	0	1
TOTALS	97	10	87	3	63	3	12	3	11	1	1
	100.0%	10.3%	89.7%	3.1%	64.9%	3.1%	12.4%	3.1%	11.3%	1.0%	1.0%

*Secretary/clerical, all titles except Admin Assistant and Secretary 2

Note: EEO4 minus Adm.Asst. &

Sec2 =	34	8	26	1	16	3	5	3	5	1	0
	100.0%	23.5%	76.5%	2.9%	47.1%	8.8%	14.7%	8.8%	14.7%	2.9%	0.0%

EE05 - TECHNICAL PARAPROFESSIONAL
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Assistant Accountant	1	0	1	0	0	0	1	0	0	0	0
Fiscal Administrative Assistant	4	0	4	0	1	0	1	0	1	0	1
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0
Library Technician	8	2	6	1	5	0	0	1	0	0	1
Library Technical Assistant	1	1	0	0	0	0	0	1	0	0	0
Planetarium Technician	1	1	0	1	0	0	0	0	0	0	0
Univ Research Tech 2	2	2	0	1	0	0	0	1	0	0	0
TOTALS	18	7	11	4	6	0	2	3	1	0	2
	100.0%	38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%

EEO7 - PROTECTIVE SERVICE
 Labor Market Area: Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Detective	1	1	0	0	0	1	0	0	0	0	0
Police Lieutenant	2	2	0	2	0	0	0	0	0	0	0
Police Officer	14	12	2	4	1	3	1	5	0	0	0
PS Trainee	0	0	0	0	0	0	0	0	0	0	0
Police Sergeant	3	3	0	3	0	0	0	0	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	21	19	2	10	1	4	1	5	0	0	0
	100.0%	90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%

EEO7 - SERVICE/MAINTENANCE
All Categories except Protective Services
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Building Maintenance Supv	1	1	0	1	0	0	0	0	0	0	0
Custodian	32	20	12	13	8	2	0	5	4	0	0
Duplicating Technician 2	1	1	0	1	0	0	0	0	0	0	0
General Trades Worker	5	5	0	3	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	1	0	0	0	0	0	0	0
Lead Custodian	3	3	0	2	0	0	0	1	0	0	0
Lead Mail Handler	1	0	1	0	1	0	0	0	0	0	0
Lead Power Plant Op. Energy Ctr.	2	2	0	2	0	0	0	0	0	0	0
Mail Handler	2	2	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	1	1	0	1	0	0	0	0	0	0	0
Maintainer	1	1	0	0	0	1	0	0	0	0	0
Maint Supv 1 (Elect)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Lock)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Genl)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Plmn&Stmfr)	1	1	0	1	0	0	0	0	0	0	0
Materials Storage Specialist	1	1	0	1	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	8	8	0	8	0	0	0	0	0	0	0
Skilled Maintainer	3	3	0	1	0	1	0	1	0	0	0
Storekeeper	6	6	0	6	0	0	0	0	0	0	0
Storekeeper Assistant	1	1	0	0	0	0	0	1	0	0	0
Supervising Custodian	1	1	0	1	0	0	0	0	0	0	0
TOTALS	74	61	13	47	9	5	0	9	4	0	0
	100.0%	82.4%	17.6%	63.5%	12.2%	6.8%	0.0%	12.2%	5.4%	0.0%	0.0%

Note: EEO7 minus custodians =

42	41	1	34	1	3	0	4	0	0	0
100.0%	97.6%	2.4%	81.0%	2.4%	7.1%	0.0%	9.5%	0.0%	0.0%	0.0%

PART-TIME

Labor Market Area: Local and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE	UNKNOW N MALE	UNKNOW N FEMALE
FACULTY													
Lecturer	363	177	186	124	142	3	12	7	3	6	8	37	21
Lecturer Non Teaching	7	4	3	3	3	0	0	0	0	0	0	1	0
Graduate Assistant	35	9	26	6	22	2	1	0	0	0	1	1	2
SU Assistant Prof. Special Appts	32	12	20	11	18	0	0	0	0	0	0	1	2
TOTAL	437	202	235	144	185	5	13	7	3	6	9	40	25
Coaching/Athletics													
PT Coaches	14	11	3	9	3	1	0	0	0	0	0	1	0
TOTAL	14	11	3	9	3	1	0	0	0	0	0	1	0
PROFESSIONAL/NON-FACULTY													
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0
Cooperative Education Intern	7	5	2	5	1	0	1	0	0	0	0	0	0
Graduate Intern	17	10	7	7	6	1	0	1	0	0	0	1	1
SU Admin 3	3	0	3	0	2	0	0	0	1	0	0	0	0
SU Admin 4	1	1	0	1	0	0	0	0	0	0	0	0	0
SU Assistant	90	43	47	32	34	1	4	5	5	2	2	3	2
SU Counselor PT	2	0	2	0	2	0	0	0	0	0	0	0	0
SU Librarian	5	1	4	0	3	0	0	0	0	0	0	1	1
TOTAL	126	60	66	45	49	2	5	6	6	2	2	5	4
CLERICAL/SECRETARIAL													
Clerk Typist	1	0	1	0	1	0	0	0	0	0	0	0	0
Collection Agent	1	0	1	0	1	0	0	0	0	0	0	0	0
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	4	1	3	1	2	0	0	0	1	0	0	0	0
Secretary 2	2	0	2	0	1	0	0	0	1	0	0	0	0
University Helper	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL	10	1	9	1	7	0	0	0	2	0	0	0	0
STUDENT WORKER POSITIONS													
	724	335	389	211	239	65	62	35	61	18	20	6	7
GRAND TOTAL	1311	609	702	410	483	73	80	48	72	26	31	52	36
	100.0%	46.5%	53.5%	31.3%	36.8%	5.6%	6.1%	3.7%	5.5%	2.0%	2.4%	4.0%	2.7%

FT Employee Age Report as of 7/31/2015 Age Grouping of Full-time Workforce by Occupational Category

JOB CATEGORY	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	TOTAL
EXECUTIVE/ADMINISTRATIVE	0	0	0	0	0	2	4	8	10	5	7	0	36
FACULTY	0	0	0	27	35	49	56	64	71	68	33	16	419
ATHLETICS/COACHING	0	0	3	6	6	6	1	6	2	0	1	0	31
PROFESSIONAL/NON-FACULTY	0	0	13	15	30	22	38	37	30	29	11	2	227
CLERICAL/SECRETARIAL	0	0	0	8	6	10	14	17	24	14	3	1	97
TECHNICAL/PARAPROFESSIONAL	0	0	0	2	0	3	2	1	4	3	3	0	18
SKILLED CRAFTS	0	0	0	0	0	1	3	4	2	3	0	0	13
SERVICE/MAINTENANCE	0	0	2	4	1	10	9	14	15	12	4	3	74
PROTECTIVE SERVICES	0	0	0	0	1	3	5	10	2	0	0	0	21
TOTALS	0	0	18	62	79	106	132	161	160	134	62	22	936
	0.0%	0.0%	2.0%	6.9%	8.7%	11.7%	14.6%	17.8%	17.7%	14.8%	6.9%	2.4%	100%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2014-2015

Executive Administrative	1
Faculty	6
Professional Non-Faculty	1
Clerical/Secretarial	1
Technical Paraprofessional	0
Skilled Craft	0
Service Maintenance	0

AVAILABILITY ANALYSIS

Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

- (1) To examine the job content of each office position and position classification within an occupational category
- (2) To identify a relevant labor market area
- (3) To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted

In calculating availability the following information and data sources were consulted and utilized:

- (1) Employment figures – 2000 Connecticut Occupational Statistics EEO Data.
- (2) Unemployment figures – March 2015, Connecticut Department of Labor Data for Affirmative Action Plans.
- (3) Digest of Educational Statistics – Fall 2011 (all faculty ranks) and 2011-12 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012
- (5) Race and sex composition of employees in promotable and/or transferable positions.

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

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

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 1 - Executive/Administrative
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	39.4	5	2.0	60.6	5	3.0	32.4	5	1.6	46.8	5	2.3	3.8	5	0.2	8.2	5	0.4	2.1	5	0.1	3.9	5	0.2	1.1	5	0.1	1.7	5	0.1
2. Unemployment in Applicable LMA	57.8	5	2.9	42.2	5	2.1	43.1	5	2.2	28.3	5	1.4	4.7	5	0.2	6	5	0.3	4.7	5	0.2	4.4	5	0.2	5.3	5	0.3	3.5	5	0.2
3. Promotable/Transferable Percentage	64.7	10	6.5	35.3	10	3.5	50.2	10	5.0	28.1	10	2.8	4.3	10	0.4	2.1	10	0.2	4.7	10	0.5	2.1	10	0.2	5.5	10	0.6	3	10	0.3
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	45.8	80	36.6	54.2	80	43.4	37.9	80	30.3	42.6	80	34.1	3.7	80	3.0	6.0	80	4.8	2.2	80	1.8	3.3	80	2.6	1.9	80	1.5	2.3	80	1.8
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			48.0			52.0			39.1			40.6			3.8			5.7			2.6			3.2			2.5			2.4

Employment Data - Census 2000, EEO Data Tool, US Total, Education Administrators (119030)

Educ Admin	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Title	0	0	0	0	0	0	0	0	0	0	0
Total	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Percentage	100.0%	39.4%	60.6%	32.4%	46.8%	3.8%	8.2%	2.1%	3.9%	1.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC CODE 11.00	3162	1828	1334	1363	895	148	190	150	138	167	111
Title	0	0	0	0	0	0	0	0	0	0	0
Total	3162	1828	1334	1363	895	148	190	150	138	167	111
Percentage	100.0%	57.8%	42.2%	43.1%	28.3%	4.7%	6.0%	4.7%	4.4%	5.3%	3.5%

Promotable/Transferable Pool - 07/31/2015

Prof Non-Fac V & VI	44	31	13	28	11	2	0	1	2	0	0
Professor	191	121	70	90	55	8	5	10	3	13	7
Total	235	152	83	118	66	10	5	11	5	13	7
Percentage	100.0%	64.7%	35.3%	50.2%	28.1%	4.3%	2.1%	4.7%	2.1%	5.5%	3.0%

US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Executive

Executive	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Title	0	0	0	0	0	0	0	0	0	0	0
Total	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Percentage	100.0%	45.8%	54.2%	37.9%	42.6%	3.7%	6.0%	2.2%	3.3%	1.9%	2.3%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	5% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. The value weight has been lowered because of the outdated census data.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 11.00 Management Occupations	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. A small percentage of positions may be filled through the unemployed.	5% value weight. Unemployment figures account for a small percentage of hires into this category
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.
OTHER SOURCE	US Dept. of Ed IPEDS Data July 2011-Table 287: Executive	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	0	0.0	48.3	0	0.0	41.1	0	0.0	39.0	0	0.0	2.7	0	0.0	2.5	0	0.0	2.4	0	0.0	2.5	0	0.0	5.4	0	0.0	4.2	0	0.0
2. Unemployment in Applicable LMA	31.5	0	0.0	68.5	0	0.0	13.3	0	0.0	24.5	0	0.0	11.2	0	0.0	21.0	0	0.0	4.2	0	0.0	18.2	0	0.0	2.8	0	0.0	4.9	0	0.0
3. Promotable/Transferable Percentage	58.8	95	55.9	41.2	95	39.1	44.1	95	41.9	35.3	95	33.5	2.2	95	2.1	1.5	95	1.4	2.2	95	2.1	1.5	95	1.4	10.3	95	9.8	2.9	95	2.8
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	70.8	5	3.5	29.2	5	1.5	59.8	5	3.0	25.0	5	1.3	2.2	5	0.1	1.4	5	0.1	2.0	5	0.1	0.9	5	0.0	6.7	5	0.3	1.9	5	0.1
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			59.4			40.6			44.9			34.8			2.2			1.5			2.2			1.4			10.1			2.9

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, March 2015

Soc 25.10	143	45	98	19	35	16	30	6	26	4	7
Title	0	0	0	0	0	0	0	0	0	0	0
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Associate Professor	136	80	56	60	48	3	2	3	2	14	4
Title	0	0	0	0	0	0	0	0	0	0	0
Total	136	80	56	60	48	3	2	3	2	14	4
Percentage	100.0%	58.8%	41.2%	44.1%	35.3%	2.2%	1.5%	2.2%	1.5%	10.3%	2.9%

Digest of Ed. Statistics, Table 264, Fall 2011: Professor

Professors	177266	125463	51803	106039	44295	3984	2533	3499	1681	11941	3294
Total	177266	125463	51803	106039	44295	3984	2533	3499	1681	11941	3294
Percentage	100.0%	70.8%	29.2%	59.8%	25.0%	2.2%	1.4%	2.0%	0.9%	6.7%	1.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is Nationwide for this job category. However, a small percentage if any may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	0% value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; given the fact that hiring at the level of professor requires permanent attainment of an associate professor position prior to appointment, the unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed at a lower faculty level. The unemployed is not a viable recruitment source.
Promotable/ Transferable	2014 CCSU Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 264, Fall 2011: Professor	The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Associate Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	31.5	0	0.0	68.5	0	0.0	13.3	0	0.0	24.5	0	0.0	11.2	0	0.0	21	0	0.0	4.2	0	0.0	18.2	0	0.0	2.8	0	0.0	4.9	0	0.0
3.Promotable/Transferable Percentage	53.3	70	37.3	46.7	70	32.7	37	70	25.9	29.3	70	20.5	4.3	70	3.0	6.5	70	4.6	1.1	70	0.8	5.4	70	3.8	10.9	70	7.6	5.4	70	3.8
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	57.6	25	14.4	42.4	25	10.6	45.9	25	11.5	34.1	25	8.5	2.9	25	0.7	2.9	25	0.7	2.3	25	0.6	1.8	25	0.5	6.4	25	1.6	3.6	25	0.9
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			54.3			45.7			39.5			31.0			3.8			5.4			1.5			4.4			9.5			4.9

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post-secondary Teacher (SOC 25-1000)

251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers March 2015

SOC 25.10	143	45	98	19	35	16	30	6	26	4	7
Title	0	0	0	0	0	0	0	0	0	0	0
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Assistant Professor	92	49	43	34	27	4	6	1	5	10	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	92	49	43	34	27	4	6	1	5	10	5
Percentage	100.0%	53.3%	46.7%	37.0%	29.3%	4.3%	6.5%	1.1%	5.4%	10.9%	5.4%

Digest of Ed. Statistics, Table 264, Fall 2011: Associate Professor

Associate Professor	149215	85875	63340	68447	50924	4373	4322	3437	2706	9618	5388
Title	0	0	0	0	0	0	0	0	0	0	0
Total	149215	85875	63340	68447	50924	4373	4322	3437	2706	9618	5388
Percentage	100.0%	57.6%	42.4%	45.9%	34.1%	2.9%	2.9%	2.3%	1.8%	6.4%	3.6%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as associate professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; normally the hiring at the level of associate professor requires permanent attainment of an associate professor position prior to CCSU appointment. The unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed. The unemployed are not a viable recruitment pool.
Promotable/Transferable	2014 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank	Precise figures for computing racial and sexual composition of persons in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	70% value weight. Value weight is higher for promotions due to the promotional and tenure process in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 264, Fall 2011: Associate Professor	The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Assistant Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	31.5	5	1.6	68.5	5	3.4	13.3	5	0.7	24.5	5	1.2	11.2	5	0.6	21	5	1.1	4.2	5	0.2	18.2	5	0.9	2.8	5	0.1	4.9	5	0.2
3.Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	49.7	30	14.9	50.3	30	15.1	37.3	30	11.2	37.9	30	11.4	2.8	30	0.8	4.2	30	1.3	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	5.9	30	1.8
8. Other Source (Specify)	47.0	60	28.2	53.0	60	31.8	35.9	60	21.5	37.5	60	22.5	2.8	60	1.7	5.1	60	3.1	2.8	60	1.7	3.4	60	2.0	5.5	60	3.3	7.1	60	4.3
FINAL AVAILABILITY BASE PERCENTAGE			47.3			52.7			35.5			37.1			3.2			5.6			2.7			3.7			5.9			6.5

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, Post Secondary Teachers SOC 25.10 March 2015

SOC 25.10	143	45	98	19	35	16	30	6	26	4	7
Total	143	45	98	19	35	16	30	6	26	4	7
Percentage	100.0%	31.5%	68.5%	13.3%	24.5%	11.2%	21.0%	4.2%	18.2%	2.8%	4.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

Digest of Ed. Statistics, Table 264, Fall 2011: Assistant Professor

Assistant Professors	156959	77958	79001	58531	59483	4458	6536	3692	3736	11277	9246
Total	156959	77958	79001	58531	59483	4458	6536	3692	3736	11277	9246
Percentage	100.0%	49.7%	50.3%	37.3%	37.9%	2.8%	4.2%	2.4%	2.4%	7.2%	5.9%

Digest of Ed. Statistics, Table 324.20 Doctoral Degrees

National Data	149031	69977	79054	53444	55826	4108	7632	4215	5000	8210	10596
Total	149031	69977	79054	53444	55826	4108	7632	4215	5000	8210	10596
Percentage	100.0%	47.0%	53.0%	35.9%	37.5%	2.8%	5.1%	2.8%	3.4%	5.5%	7.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. However, a small percentage of positions are filled through the unemployed who possess terminal degrees.	5% value weight. Unemployment figures account for a small % of hires into this category. Most hires are recruited primarily through national searches. This is a decrease from 2013.
Promotable/Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	N/A	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2011	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred. 2011-12 data	The hiring area is nationwide for this job category. Most positions are filled by candidates who currently possess their terminal degrees; most often a Ph.D. in a related field.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Coaching**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National(NCAA)**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	69.1	5	3.5	30.9	5	1.5	58.3	5	2.9	29.9	5	1.5	5.3	5	0.3	0.2	5	0.0	3.1	5	0.2	0.4	5	0.0	2.5	5	0.1	0.4	5	0.0
2. Unemployment in Applicable LMA	62.5	5	3.1	37.5	5	1.9	43.1	5	2.2	16.3	5	0.8	6.9	5	0.3	10	5	0.5	6.3	5	0.3	4.4	5	0.2	6.3	5	0.3	6.9	5	0.3
3.Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	75.1	90	67.6	24.9	90	22.4	55.9	90	50.3	18.4	90	16.6	15.6	90	14.0	5.3	90	4.8	1.5	90	1.4	0.4	90	0.4	2.0	90	1.8	0.8	90	0.7
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			74.2			25.8			55.4			18.9			14.6			5.3			1.9			0.6			2.2			1.0

Employment Data - Connecticut Occupational Statistics, 2000 Athletes, Coaches, Umps & Related Workers 272020; Ent. & Perf Sports & Rel. Workers (272099)

272020	3183	2235	948	1915	920	155	4	85	14	80	10
272099	232	124	108	75	100	25	4	20	0	4	4
Total	3415	2359	1056	1990	1020	180	8	105	14	84	14
Percentage	100.0%	69.1%	30.9%	58.3%	29.9%	5.3%	0.2%	3.1%	0.4%	2.5%	0.4%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC (27.20)	160	100	60	69	26	11	16	10	7	10	11
Title	0	0	0	0	0	0	0	0	0	0	0
Total	160	100	60	69	26	11	16	10	7	10	11
Percentage	100.0%	62.5%	37.5%	43.1%	16.3%	6.9%	10.0%	6.3%	4.4%	6.3%	6.9%

Promotable/Transferable Pool - 02/28/2014

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

NCAA Data -All head coaches and assistant coaches in related sports 2013-2014 data

Coaching	18657	14019	4638	10436	3430	2919	984	289	74	375	150
Title	0	0	0	0	0	0	0	0	0	0	0
Total	18657	14019	4638	10436	3430	2919	984	289	74	375	150
Percentage	100.0%	75.1%	24.9%	55.9%	18.4%	15.6%	5.3%	1.5%	0.4%	2.0%	0.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Athletes, Coaches, Umps & Related Workers (272020); Ent. & Perf Sports & Rel. Workers (272099).	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.	5% value weight as Division 1 coaching related positions at CCSU require relevant/current experience. A lower value weight is give as most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 27.20 Entertainers & Performers, Sports & Related Workers.	University hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, however a small percentage of positions are filled through the unemployed.	5% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	N/A	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	0%
NCAA - Division 1 - Coaching	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports)	Recruitment for Division 1 positions comes from those with experience in Division 1 sports and sports related fields.	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 3 - Professional Non-Faculty
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	41.8	30	12.5	58.2	30	17.5	37.2	30	11.2	50.9	30	15.3	2.7	30	0.8	4.0	30	1.2	1.2	30	0.4	2.0	30	0.6	0.8	30	0.2	1.3	30	0.4
2. Unemployment in Applicable LMA	22.4	10	2.2	77.6	10	7.8	8.6	10	0.9	28.4	10	2.8	8.1	10	0.8	22.1	10	2.2	3.4	10	0.3	18.2	10	1.8	2.3	10	0.2	8.9	10	0.9
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng. Figures																														
7. Other Source (Specify)	47.1	60	28.3	52.9	60	31.7	37.8	60	22.7	40.8	60	24.5	3.2	60	1.9	5.3	60	3.2	2.4	60	1.4	3.0	60	1.8	3.8	60	2.3	3.8	60	2.3
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			43.0			57.0			34.8			42.6			3.5			6.6			2.1			4.2			2.7			3.6

Employment Data - 2000 COS, Vol. 2--Statewide Connecticut, Pgs. 2-3, line: Education Administrators (119030)

Educ Admin SOC. 119030	9937	4158	5779	3695	5060	265	395	120	195	78	129
Title	0	0	0	0	0	0	0	0	0	0	0
Total	9937	4158	5779	3695	5060	265	395	120	195	78	129
Percentage	100.0%	41.8%	58.2%	37.2%	50.9%	2.7%	4.0%	1.2%	2.0%	0.8%	1.3%

Unemployment Data - Characteristics of Job Seekers, March 2015 Other Education, Training & Library Occs

SOC 25.90	384	86	298	33	109	31	85	13	70	9	34
Title	0	0	0	0	0	0	0	0	0	0	0
Total	384	86	298	33	109	31	85	13	70	9	34
Percentage	100.0%	22.4%	77.6%	8.6%	28.4%	8.1%	22.1%	3.4%	18.2%	2.3%	8.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Professional Staff (Non-Faculty)

Professional Non-Faculty	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Total	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Percentage	100.0%	47.1%	52.9%	37.8%	40.8%	3.2%	5.3%	2.4%	3.0%	3.8%	3.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is statewide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	30% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed. Slight decrease in 2014 to reflect that most positions are filled by those currently employed in college/university settings.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Statewide figures line SOC 25.90: Other Education, Training and Library Occupations.	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, as some vacancies are filled by the unemployed with relevant skills/experience.	10% value weight. Unemployment figures account for a smaller percentage of hires into this category. Reduced in 2014 to 10% as the majority of positions are filled by those currently employed, and most likely those employed in the college/university setting.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Due to the level of skills, degree requirements and previous experience in related positions or field; opportunities for promotions do not exist.	Since nearly 100% of these positions are filled through hires, no promotional group has been identified.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.
OTHER SOURCE - IPEDS 2012	US Dept. Ed. National Center for Education Statistics, IPEDS, July 2012: Professional Staff (Non-Faculty)	The hiring area is statewide/nationwide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited nationwide from other universities and from similar positions/functions.	60% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current experience. Most hires occur from those currently employed and most often with university/college experience. Increased in 2014 based on most positions requiring experience in a college setting.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

EEO 4 - Clerical
All Titles except Sec 2 and Admin Asst

REPORTING DATE:
LABOR MARKET AREA:

07/31/15
Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	24.9	60	14.9	75.1	60	45.1	17.9	60	10.7	52.7	60	31.6	3.8	60	2.3	12.5	60	7.5	2.1	60	1.3	7.2	60	4.3	1.1	60	0.7	2.6	60	1.6
2. Unemployment in Applicable LMA	19.9	40	8.0	80.1	40	32.0	8.8	40	3.5	32	40	12.8	5.1	40	2.0	25.9	40	10.4	1.8	40	0.7	14.6	40	5.8	4.1	40	1.6	7.6	40	3.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			22.9			77.1			14.2			44.4			4.3			17.9			2.0			10.1			2.3			4.6

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County LMA: Other Office and Admin, Support Workers (439000)

SOC 439000	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Title	0	0	0	0	0	0	0	0	0	0	0
Total	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Percentage	100.0%	24.9%	75.1%	17.9%	52.7%	3.8%	12.5%	2.1%	7.2%	1.1%	2.6%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC 43.90	487	97	390	43	156	25	126	9	71	20	37
Title	0	0	0	0	0	0	0	0	0	0	0
Total	487	97	390	43	156	25	126	9	71	20	37
Percentage	100.0%	19.9%	80.1%	8.8%	32.0%	5.1%	25.9%	1.8%	14.6%	4.1%	7.6%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (439000)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	60% value weight as clerical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified in 2014 from 75% to 60% to reflect recruitment from the unemployed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Htfd County LMA figures line SOC 43.90 Other Office and Admin, Support Workers.	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a slightly smaller percentage of positions are filled through the unemployed.	40% value weight. Unemployment figures account for a slightly smaller % of hires into this category. Modified in 2014 from 25% to 40% to reflect recruitment market for these positions given the current economic climate.
Promotable/Transferable	There are no promotable positions into this category	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
Administrative Assistant**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	3.5	75	2.6	96.5	75	72.4	2.7	75	2.0	79.1	75	59.3	0.4	75	0.3	10.3	75	7.7	0.3	75	0.2	5.4	75	4.1	0.1	75	0.1	1.7	75	1.3
2. Unemployment in Applicable LMA	3	5	0.2	97	5	4.9	1.1	5	0.1	51.7	5	2.6	1.1	5	0.1	20.3	5	1.0	0.7	5	0.0	16.2	5	0.8	0	5	0.0	8.9	5	0.4
3. Promotable/Transferable Percentage	2.4	20	0.5	97.6	20	19.5	2.4	20	0.5	73.2	20	14.6	0	20	0.0	12.2	20	2.4	0	20	0.0	9.8	20	2.0	0	20	0.0	2.4	20	0.5
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			3.3			96.8			2.6			76.5			0.4			11.1			0.2			6.9			0.1			2.2

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41 Hartford County Line: Secretaries and Administrative Assistants (436010)

SOC 436010	13190	460	12730	360	10430	50	1360	35	715	15	225
Title	0	0	0	0	0	0	0	0	0	0	0
Total	13190	460	12730	360	10430	50	1360	35	715	15	225
Percentage	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, March 2015

SOC 43.60	271	8	263	3	140	3	55	2	44	0	24
Title	0	0	0	0	0	0	0	0	0	0	0
Total	271	8	263	3	140	3	55	2	44	0	24
Percentage	100.0%	3.0%	97.0%	1.1%	51.7%	1.1%	20.3%	0.7%	16.2%	0	8.9%

Promotable/Transferable Pool - 07/31/2015

Secretary 2	41	1	40	1	30	0	5	0	4	0	1
Title	0	0	0	0	0	0	0	0	0	0	0
Total	41	1	40	1	30	0	5	0	4	0	1
Percentage	100.0%	2.4%	97.6%	2.4%	73.2%	0	12.2%	0	9.8%	0	2.4%

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (436010)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Administrative Assistants, due to state examination requirements, are often hired from other state agencies who are already employed as administrative assistants or on the state certification list - but presently employed at a lower clerical rank.	75% value weight as administrative assistants require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford County LMA figures line SOC 43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used; however, a small percentage of positions are filled through the unemployed.	5% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 2	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	20% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 2.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
Secretary 2**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	3.5	80	2.8	96.5	80	77.2	2.7	80	2.2	79.1	80	63.3	0.4	80	0.3	10.3	80	8.2	0.3	80	0.2	5.4	80	4.3	0.1	80	0.1	1.7	80	1.4
2. Unemployment in Applicable LMA	3	10	0.3	97	10	9.7	1.1	10	0.1	51.7	10	5.2	1.1	10	0.1	20.3	10	2.0	0.7	10	0.1	16.2	10	1.6	0	10	0.0	8.9	10	0.9
3. Promotable/Transferable Percentage	11.1	10	1.1	88.9	10	8.9	0	10	0.0	44.4	10	4.4	11.1	10	1.1	11.1	10	1.1	0	10	0.0	33.3	10	3.3	0	10	0.0	0	10	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			4.2			95.8			2.3			72.9			1.5			11.3			0.3			9.2			0.1			2.3

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County Line: Secretaries and Administrative Assistants (436010)

SOC 436010	13190	460	12730	360	10430	50	1360	35	715	15	225
Title	0	0	0	0	0	0	0	0	0	0	0
Total	13190	460	12730	360	10430	50	1360	35	715	15	225
Percentage	100.0%	3.5%	96.5%	2.7%	79.1%	0.4%	10.3%	0.3%	5.4%	0.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line: SOC 43.60 March 2015

SOC 43.60	271	8	263	3	140	3	55	2	44	0	24
Title	0	0	0	0	0	0	0	0	0	0	0
Total	271	8	263	3	140	3	55	2	44	0	24
Percentage	100.0%	3.0%	97.0%	1.1%	51.7%	1.1%	20.3%	0.7%	16.2%	0	8.9%

Promotable/Transferable Pool - 07/31/2015

Secretary 1	5	1	4	0	2	1	0	0	2	0	0
Processing Technician	4	0	4	0	2	0	1	0	1	0	0
Total	9	1	8	0	4	1	1	0	3	0	0
Percentage	100.0%	11.1%	88.9%	0	44.4%	11.1%	11.1%	0	33.3%	0	0

OTHER SOURCE											
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (436010)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions, due to state examination requirements, are often hired from other state agencies who are already employed as secretary 2 or on the state certification list - but presently employed at a lower clerical rank.	80% value weight as secretary 2's require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	10% value weight. Unemployment figures account for a smaller % of hires into this category
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1 & Processing Technicians	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Secretary 1 & Processing Technicians.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 5 - Technical/Paraprofessional
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	25.1	80	20.1	74.9	80	59.9	18.0	80	14.4	52.8	80	42.2	3.9	80	3.1	12.3	80	9.8	2.2	80	1.8	7.1	80	5.7	1.1	80	0.9	2.6	80	2.1
2. Unemployment in Applicable LMA	39.2	20	7.8	60.8	20	12.2	19.8	20	4.0	31.7	20	6.3	8.3	20	1.7	12.2	20	2.4	2.9	20	0.6	11.9	20	2.4	8.3	20	1.7	5.0	20	1.0
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			27.9			72.1			18.4			48.5			4.8			12.2			2.4			8.1			2.6			3.1

Employment Data - 2000 COS, Vol. 2, Pgs. 32-33 & 40-41, Hartford County Line: Library Technicians (254031) & Other Office and Admin. Support Workers (439000)

SOC 254031	180	80	100	45	100	25	0	10	0
SOC 43900	15691	3908	11783	2804	8275	595	1960	336	1134
Total	15871	3988	11883	2849	8375	620	1960	346	1134
Percentage	100.0%	25.1%	74.9%	18.0%	52.8%	3.9%	12.3%	2.2%	7.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line, March 2015

SOC 13.20	191	87	104	49	69	10	17	7	12
SOC 25.90	87	22	65	6	19	13	17	1	21
Total	278	109	169	55	88	23	34	8	33
Percentage	100.0%	39.2%	60.8%	19.8%	31.7%	8.3%	12.2%	2.9%	11.9%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Library Technicians (254031) and Other Office and Admin Support Workers (439000)	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.	80% value weight as paraprofessional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford County, figures line SOC 13.20 Financial Specialists and SOC 25.90 Other Education, Training, & Library Occupations.	Department hiring area is Hartford County for this job category as positions at this level are often recruited locally. Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	20% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	There is no promotable/transferable pool identified	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 6 - Skilled Crafts
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE				
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	97.6	75	73.2	2.4	75	1.8	78.6	75	59.0	1.8	75	1.4	7.5	75	5.6	0.2	75	0.2	8.9	75	6.7	0.3	75	0.2	2.7	75	2.0	0.1	75	0.1		
2. Unemployment in Applicable LMA	98.0	20	19.6	2.0	20	0.4	61.3	20	12.3	1.0	20	0.2	12.5	20	2.5	0.5	20	0.1	16.0	20	3.2	0.5	20	0.1	8.1	20	1.6	0.1	20	0.0		
3. Promotable/Transferable Percentage	100.0	5	5.0	0.0	5	0.0	60.0	5	3.0	0.0	5	0.0	20.0	5	1.0	0.0	5	0.0	20.0	5	1.0	0.0	5	0.0	0.0	5	0.0	0.0	5	0.0		
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			97.8			2.2			74.3			1.6			9.1			0.3			10.9			0.3			3.6			0.1		

Employment Data - 2000 COS, Vol. 2, Pgs. 41-42, Hartford County Line: Construction Trades Workers

SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
	0	0	0	0	0	0	0	0	0	0	0
Total	14415	14076	339	11330	257	1074	25	1281	39	391	18
Percentage	100.0%	97.6%	2.4%	78.6%	1.8%	7.5%	0.2%	8.9%	0.3%	2.7%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line March 2015

SOC 47.20	1538	1507	31	943	15	193	7	246	8	125	1
SOC	0	0	0	0	0	0	0	0	0	0	0
Total	1538	1507	31	943	15	193	7	246	8	125	1
Percentage	100.0%	98.0%	2.0%	61.3%	1.0%	12.5%	0.5%	16.0%	0.5%	8.1%	0.1%

Promotable/Transferable Pool - 07/31/2015

General Trades Workers	5	5	0	3	0	1	0	1	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	0	3	0	1	0	1	0	0	0
Percentage	100.0%	100.0%	0	60.0%	0	20.0%	0	20.0%	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Construction Trades Workers (472000)	The hiring area is Hartford County for this job category. Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	75% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015 Hartford LMA figures line SOC 47.20 Construction Trades Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	20% value weight as skilled craft positions at CCSU often required relevant experience and specific skills. However, most are filled by those presently employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: General trades workers	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	5% value weight. Most positions in this category are filled though hires. However, an occasional promotion can occur from general trades workers.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 7 - Service Maintenance
All Titles except Custodians**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	96.5	60	57.9	3.5	60	2.1	77.3	60	46.4	2.6	60	1.6	7.6	60	4.6	0.3	60	0.2	8.9	60	5.3	0.5	60	0.3	2.6	60	1.6	0.1	60	0.1
2. Unemployment in Applicable LMA	97.5	20	19.5	2.5	20	0.5	60.6	20	12.1	1.4	20	0.3	12.7	20	2.5	0.5	20	0.1	16.1	20	3.2	0.5	20	0.1	8.1	20	1.6	0.1	20	0.0
3.Promotable/Transferable Percentage	62.5	20	12.5	37.5	20	7.5	40.6	20	8.1	25.0	20	5.0	6.3	20	1.3	0.0	20	0.0	15.6	20	3.1	12.5	20	2.5	0.0	20	0.0	0.0	20	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			89.9			10.1			66.6			6.9			8.4			0.3			11.6			2.9			3.2			0.1

Employment Data - 2000 COS, Vol. 2, Pgs. 36-37, Hartford County Line: Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)

SOC 371000	883	683	200	500	135	94	25	85	40	4	0
SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
Total	15298	14759	539	11830	392	1168	50	1366	79	395	18
Percentage	100.0%	96.5%	3.5%	77.3%	2.6%	7.6%	0.3%	8.9%	0.5%	2.6%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 37.10 (HTFD)	41	33	8	14	7	7	1	9	0	3	0
SOC 47.20 (HTFD)	1538	1507	31	943	15	193	7	246	8	125	1
Total	1579	1540	39	957	22	200	8	255	8	128	1
Percentage	100.0%	97.5%	2.5%	60.6%	1.4%	12.7%	0.5%	16.1%	0.5%	8.1%	0.1%

Promotable/Transferable Pool - 07/31/2015

Custodians	32	20	12	13	8	2	0	5	4	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	32	20	12	13	8	2	0	5	4	0	0
Percentage	100.0%	62.5%	37.5%	40.6%	25.0%	6.3%	0	15.6%	12.5%	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	60% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 37.10 Supervisors of Bldg./Grounds Cleaning & SOC 47.20 Maintenance Workers & Construction Trades Workers	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	20% value weight as these positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification:Custodian	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of custodian	20% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of custodian
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 7 - Service Maintenance
Custodian**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	78.5	75	58.9	21.5	75	16.1	46.1	75	34.6	10.5	75	7.9	11.7	75	8.8	3.5	75	2.6	17.7	75	13.3	6.7	75	5.0	3.0	75	2.3	0.7	75	0.5
2. Unemployment in Applicable LMA	50.0	25	12.5	50.0	25	12.5	12.9	25	3.2	9.3	25	2.3	15.7	25	3.9	9.7	25	2.4	17.7	25	4.4	27.8	25	7.0	3.6	25	0.9	3.2	25	0.8
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			71.4			28.6			37.8			10.2			12.7			5.0			17.7			12.0			3.2			1.3

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 38-39, Hartford County Line: Janitors and Building Cleaners (37201x)

SOC 37201X	6088	4778	1310	2805	640	715	215	1075	410	183	45
Title	0	0	0	0	0	0	0	0	0	0	0
Total	6088	4778	1310	2805	640	715	215	1075	410	183	45
Percentage	100.0%	78.5%	21.5%	46.1%	10.5%	11.7%	3.5%	17.7%	6.7%	3.0%	0.7%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 37.20	248	124	124	32	23	39	24	44	69	9	8
Title	0	0	0	0	0	0	0	0	0	0	0
Total	248	124	124	32	23	39	24	44	69	9	8
Percentage	100.0%	50.0%	50.0%	12.9%	9.3%	15.7%	9.7%	17.7%	27.8%	3.6%	3.2%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Janitors and Building Cleaners (37201x)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	75% value weight as custodian positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 37.20 Building Cleaning and Pest Control Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	25% value weight as custodian positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Protective Service
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/15
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			OTHER MALE			OTHER FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	87.3	80	69.8	12.7	80	10.2	72.6	80	58.1	8.8	80	7.0	8.4	80	6.7	1.3	80	1.0	5.1	80	4.1	2.1	80	1.7	1.1	80	0.9	0.5	80	0.4
2. Unemployment in Applicable LMA	69.9	20	14.0	30.1	20	6.0	30.1	20	6.0	6.0	20	1.2	19.3	20	3.9	16.3	20	3.3	15.1	20	3.0	4.8	20	1.0	5.4	20	1.1	3.0	20	0.6
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			83.8			16.2			64.1			8.2			10.6			4.3			7.1			2.7			2.0			1.0

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 36-37, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)

331000	1091	964	127	765	115	150	4	35	4	14	4
333050	1609	1399	210	1195	115	85	30	105	55	14	10
333021	136	112	24	100	20	4	4	4	0	4	0
Total	2836	2475	361	2060	250	239	38	144	59	32	14
Percentage	100.0%	87.3%	12.7%	72.6%	8.8%	8.4%	1.3%	5.1%	2.1%	1.1%	0.5%

Unemployment Data - Characteristics of Job Seekers, Hartford County, March 2015

SOC 33.00	166	116	50	50	10	32	27	25	8	9	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	166	116	50	50	10	32	27	25	8	9	5
Percentage	100.0%	69.9%	30.1%	30.1%	6.0%	19.3%	16.3%	15.1%	4.8%	5.4%	3.0%

Promotable/Transferable Pool - 07/31/2015

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	80% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" March 2015, Hartford LMA figures line SOC 33.00 Protective Service Occupations.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	20% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Hartford County

Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
115	7.7	54	3.6	85	5.7	39	2.8	29	2.0	Computer Operators (439011)
495	19.4	49	1.9	205	8.0	15	0.6	70	2.7	Data Entry Keyers (439021)
35	7.2	0	0.0	110	22.7	0	0.0	14	2.9	Word Processors & Typists (439022)
0	0.0	0	0.0	4	20.0	0	0.0	0	0.0	Desktop Publishers (439031)
300	13.4	8	0.4	50	2.2	0	0.0	45	2.0	Insurance Claims & Policy Proc. Clerks (439041)
85	9.0	75	7.9	150	15.9	35	3.7	44	4.7	Mail Clerks & Mail Mach Oper., Exo. USPS (439051)
610	10.7	95	1.7	365	6.4	50	0.9	175	3.1	Office Clerks, General (439061)
70	22.6	0	0.0	65	21.0	15	4.8	15	4.8	Office Machine Operators, Exo. Computer (439071)
10	8.7	0	0.0	0	0.0	15	13.0	4	3.5	Proofreaders & Copy Markers (439081)
15	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Statistical Assistants (439111)
225	13.1	55	3.2	100	5.8	4	0.2	18	1.0	Office & Admin. Support Workers, All Other (439199)
0	0.0	213	26.5	93	11.6	10	1.2	10	1.2	FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	Super., Farming, Fishing, & Forestry Wkrs (451000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	First-Line Sup./Mgns. of Farming, Etc. (451010)
0	0.0	185	27.2	79	11.6	10	1.5	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	0	0.0	4	40.0	10	100.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	185	28.0	75	11.4	0	0.0	0	0.0	Misc. Agric. Wkrs, Incl. Animal Breeders (4520XX)
0	0.0	4	26.7	0	0.0	0	0.0	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Logging Workers (454020)
25	0.1	1,494	8.5	54	0.3	429	2.4	28	0.2	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	First-Line Sup./Mgns. of Constr & Extr. Wkrs (471011)
25	0.2	1,281	8.9	39	0.3	391	2.7	18	0.1	Construction Trades Workers (472000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Boilermakers (472011)
0	0.0	30	5.8	0	0.0	8	1.6	0	0.0	Brickmasons, Blockmasons, & Stonemasons (472020)
0	0.0	255	7.4	0	0.0	99	2.9	10	0.3	Carpenters (472031)
0	0.0	50	11.4	0	0.0	0	0.0	0	0.0	Carpet, Floor, & Tile Installers & Finishers (472040)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Cement Masons, Concrete Finishers, Etc. (472050)
15	0.6	380	14.2	15	0.6	80	3.0	0	0.0	Construction Laborers (472061)
0	0.0	15	14.3	0	0.0	4	3.8	0	0.0	Paving, Surfacing, & Tamping Equip. Oper. (472071)
0	0.0	4	0.6	4	0.8	0	0.0	0	0.0	Miscellaneous Construction Equip. Oper. (47207X)
0	0.0	10	2.3	0	0.0	4	0.9	0	0.0	Drywall Install., Cell. Tile Install., & Tapers (472080)
0	0.0	85	5.2	0	0.0	25	1.5	0	0.0	Electricians (472111)
0	0.0	0	0.0	0	0.0	10	7.1	0	0.0	Glaziers (472121)
0	0.0	0	0.0	10	13.3	0	0.0	0	0.0	Insulation Workers (472130)
10	0.7	250	16.6	10	0.7	68	4.5	4	0.3	Painters, Construction & Maintenance (472141)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Paperhangers (472142)
0	0.0	40	3.3	0	0.0	45	3.7	0	0.0	Pipelayers, Plumbers, Pipefitters, Etc. (472150)
0	0.0	8	16.0	0	0.0	4	8.0	0	0.0	Plasterers & Stucco Masons (472161)
0	0.0	120	18.3	0	0.0	30	4.6	0	0.0	Roofers (472181)
0	0.0	15	2.8	0	0.0	10	1.9	0	0.0	Sheet Metal Workers (472211)
0	0.0	19	7.3	0	0.0	0	0.0	4	1.5	Iron & Steel Workers (472XXX)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473000)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473010)
0	0.0	103	12.3	15	1.8	10	1.2	0	0.0	Other Construction & Related Workers (474000)
0	0.0	4	1.6	0	0.0	10	4.1	0	0.0	Construction & Building Inspectors (474011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Elevator Installers & Repairers (474021)
0	0.0	45	45.0	15	15.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	30	40.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Computer Operators (439011)	1,485	808	54.4	674	45.4	550	37.0	445	30.0	165	11.1
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.6	1,185	48.4	80	3.1
Word Processors & Typists (439022)	485	25	5.2	464	95.7	15	3.1	305	62.9	10	2.1
Desktop Publishers (439031)	20	15	75.0	4	20.0	15	75.0	0	0.0	0	0.0
Insurance Claims & Policy Proc. Clerks (439041)	2,240	518	23.1	1,720	76.8	475	21.2	1,325	59.2	35	1.6
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	948	420	44.4	634	56.5	235	24.9	255	27.0	76	7.9
Office Clerks, General (439061)	5,695	880	15.5	4,820	84.6	625	11.0	3,870	64.4	110	1.9
Office Machine Operators, Exc. Computer (439071)	310	125	40.3	185	59.7	60	19.4	35	11.3	50	16.1
Proofreaders & Copy Markers (439081)	116	19	16.6	99	86.1	4	3.6	85	73.9	0	0.0
Statistical Assistants (439111)	120	55	45.8	65	54.2	25	20.8	60	41.7	30	25.0
Office & Adm'n. Support Workers, All Other (439199)	1,720	449	26.1	1,263	73.4	350	20.3	920	53.5	40	2.3
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	805	498	61.9	308	38.3	260	32.3	205	25.5	15	1.9
Super., Farming, Fishing, & Forestry Wrks (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
First-Line Sup./Mgns. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
Agricultural Workers (452000)	680	405	59.6	284	41.8	195	28.7	205	30.1	15	2.2
Agricultural Inspectors (452011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Graders & Sorters, Agricultural Products (452041)	10	10	100.0	4	40.0	0	0.0	0	0.0	0	0.0
Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)	660	385	58.3	280	42.4	185	28.0	205	31.1	15	2.3
Fishing & Hunting Workers (453000)	15	14	93.3	0	0.0	10	66.7	0	0.0	0	0.0
Forest, Conservallon, & Logging Workers (454000)	40	40	100.0	0	0.0	40	100.0	0	0.0	0	0.0
Forest & Conservation Workers (454011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Logging Workers (454020)	30	30	100.0	0	0.0	30	100.0	0	0.0	0	0.0
CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)	17,529	17,085	97.5	424	2.4	13,904	79.3	317	1.8	1,258	7.2
Super., Construction & Extraction Workers (471000)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
First-Line Sup./Mgns. of Constr & Extr. Wrks (471011)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
Construction Trades Workers (472000)	14,425	14,076	97.6	339	2.4	11,330	78.5	257	1.8	1,074	7.4
Boilermakers (472011)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Brickmasons, Blockmasons, & Stonemasons (472020)	515	502	97.5	15	2.9	405	78.6	15	2.9	69	11.5
Carpenters (472031)	3,445	3,394	98.5	45	1.3	2,885	83.7	35	1.0	165	4.5
Carpet, Floor, & Tile Installers & Finishers (472040)	440	435	98.9	4	0.9	325	73.9	4	0.9	60	13.6
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	40	88.9	0	0.0	0	0.0
Construction Laborers (472061)	2,670	2,590	97.0	80	3.0	1,890	70.8	50	1.9	240	9.0
Paving, Surfacing, & Tamping Equip. Oper. (472071)	105	99	94.3	0	0.0	80	76.2	0	0.0	0	0.0
Miscellaneous Construction Equip. Oper. (47207X)	635	629	99.1	14	2.2	525	82.7	10	1.6	100	15.7
Drywall Install., Cell. Tile Install., & Tapers (472080)	435	429	98.6	4	0.9	380	87.4	4	0.9	35	8.0
Electricians (472111)	1,625	1,605	98.8	15	0.9	1,385	85.2	16	0.9	110	6.8
Glaziers (472121)	140	135	96.4	0	0.0	125	89.3	0	0.0	0	0.0
Insulation Workers (472130)	75	65	86.7	10	13.3	65	86.7	0	0.0	0	0.0
Painters, Construction & Maintenance (472141)	1,505	1,403	93.2	104	6.9	975	64.8	80	5.3	110	7.3
Paperhangers (472142)	50	40	80.0	15	30.0	40	80.0	15	30.0	0	0.0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,220	1,205	98.8	15	1.2	1,040	85.2	15	1.2	80	6.6
Plasterers & Stucco Masons (472161)	50	47	94.0	0	0.0	35	70.0	0	0.0	0	0.0
Roofers (472181)	655	660	100.8	0	0.0	460	70.2	0	0.0	50	7.6
Sheet Metal Workers (472211)	540	535	99.1	4	0.7	475	88.0	4	0.7	35	6.5
Iron & Steel Workers (472XXX)	260	244	93.8	14	5.4	185	71.2	10	3.8	40	15.4
Helpers, Construction Trades (473000)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Helpers, Construction Trades (473010)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Other Construction & Related Workers (474000)	840	807	96.1	25	3.0	605	72.0	10	1.2	89	10.6
Construction & Building Inspectors (474011)	245	234	95.5	10	4.1	185	75.5	10	4.1	35	14.3
Elevator Installers & Repairers (474021)	45	45	100.0	0	0.0	45	100.0	0	0.0	0	0.0
Fence Erectors (474031)	100	85	85.0	15	15.0	40	40.0	0	0.0	0	0.0
Hazardous Materials Removal Workers (474041)	75	74	98.7	0	0.0	40	53.3	0	0.0	4	5.3

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Black Non-Hispanic		Hispanic In Any Race		All Other Non-Hispanic				Occupation		
Female	%	Male	%	Female	%	Male	%	Female	%	
30	1.5	25	1.2	30	1.5	0	0.0	30	1.5	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Sales Engineers (419031)
90	18.4	0	0.0	30	6.1	0	0.0	4	0.8	Telemarketers (419041)
30	4.8	45	7.3	25	4.0	14	2.3	15	2.4	Door-To-Door Sales Workers & Rel Wrks (419091)
40	6.2	4	0.6	10	1.5	10	1.5	0	0.0	Sales & Related Workers, All Other (419099)
7,114	9.7	1,816	2.6	4,092	6.6	814	1.1	1,620	2.2	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	Super., Office & Admin. Support Workers (431000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	First-Line Sup./Mgrr., Admin. Support Wrks (431011)
50	14.1	0	0.0	34	9.6	10	2.8	4	1.1	Communications Equipment Operators (432000)
15	8.1	0	0.0	14	7.6	0	0.0	4	2.2	Switchboard Operators, Incl. Ans. Service (432011)
35	21.9	0	0.0	20	12.6	10	6.3	0	0.0	Telephone Operators (432021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Comm. Equipment Operators, All Other (432099)
927	9.1	39	0.4	533	5.2	72	0.7	307	3.0	Financial Clerks (433000)
75	13.0	0	0.0	35	6.1	10	1.7	0	0.0	Bill & Account Collectors (433011)
100	7.4	0	0.0	60	4.4	0	0.0	18	1.3	Billing & Posting Clerks & Machine Oper. (433021)
520	8.7	19	0.3	255	4.2	54	0.9	140	2.3	Bookkeeping, Accting, & Auditing Clerks (433031)
4	11.4	0	0.0	4	11.4	0	0.0	20	57.1	Gaming Cage Workers (433041)
70	8.4	0	0.0	65	7.8	0	0.0	4	0.6	Payroll & Timekeeping Clerks (433051)
4	2.7	0	0.0	14	9.3	0	0.0	0	0.0	Procurement Clerks (433061)
154	12.1	20	1.6	100	7.8	8	0.6	125	9.8	Tellers (433071)
1,833	11.6	320	2.0	1,042	6.6	119	0.8	292	1.8	Information & Record Clerks (434000)
10	22.2	0	0.0	4	8.9	0	0.0	0	0.0	Brokerage Clerks (434011)
25	17.2	4	2.8	0	0.0	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
45	20.0	0	0.0	20	8.9	0	0.0	4	1.8	Credit Authorizers, Checkers, & Clerks (434041)
945	12.0	140	1.8	490	6.2	60	0.8	124	1.6	Customer Service Representatives (434051)
50	21.7	4	1.7	15	6.5	4	1.7	0	0.0	Eligibility Interviewers, Govt. Programs (434061)
80	9.2	15	1.7	80	9.2	10	1.1	19	2.2	File Clerks (434071)
45	22.5	4	2.0	24	12.0	0	0.0	4	2.0	Hotel, Motel, & Resort Desk Clerks (434081)
50	10.0	10	2.0	65	13.0	15	3.0	14	2.8	Interviewers, Except Eligibility & Loan (434111)
85	13.0	14	2.8	10	2.0	0	0.0	65	11.0	Library Assistants, Clerical (434121)
40	20.0	0	0.0	15	7.5	0	0.0	8	4.0	Loan Interviewers & Clerks (434131)
20	33.3	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)
4	3.8	10	9.5	0	0.0	0	0.0	15	14.3	Human Res. Assists, Exc. Payroll Etc. (434161)
284	8.0	25	0.7	250	7.0	10	0.3	33	0.9	Receptionists & Information Clerks (434171)
105	19.1	29	5.3	30	5.5	0	0.0	8	1.5	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	7.0	0	0.0	4	1.9	0	0.0	8	3.7	Information & Record Clerks, All Other (434199)
50	9.1	65	11.8	35	6.4	20	3.6	0	0.0	Correspondence Clerks & Order Clerks (434XXX)
674	6.7	911	7.7	394	3.3	275	2.3	305	2.6	Material Recording, Scheduling, Etc. (435000)
20	21.1	4	4.2	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)
4	0.5	114	14.2	4	0.5	25	3.1	10	1.2	Couriers & Messengers (435021)
50	6.1	25	3.0	10	1.2	0	0.0	25	3.0	Dispatchers (435030)
0	0.0	4	10.0	0	0.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
120	20.7	25	4.3	14	2.4	20	3.4	24	4.1	Postal Service Clerks (435051)
105	8.1	85	6.5	8	0.6	25	1.9	4	0.3	Postal Service Mail Carriers (435052)
90	13.3	10	1.5	54	8.0	15	2.2	59	8.7	Postal Service Mail Sorters, Processors, Etc. (435053)
45	3.7	30	2.5	39	3.2	18	1.5	40	3.3	Production, Planning, & Expediting Clerks (435061)
55	2.6	265	12.4	85	4.0	23	1.1	44	2.1	Shipping, Receiving, & Traffic Clerks (435071)
175	4.3	345	8.5	180	4.4	134	3.3	99	2.4	Stock Clerks & Order Fillers (435081)
10	6.3	4	2.5	0	0.0	15	9.4	0	0.0	Weighters, Measurers, Checkers, Etc. (435111)
1,360	10.3	35	0.3	715	6.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436000)
1,360	10.3	35	0.3	715	6.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436010)
1,960	12.5	336	2.1	1,134	7.2	173	1.1	414	2.6	Other Office & Admtn. Support Workers (439000)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,145	56.3	850	41.8	1,055	51.8	10	0.5
Sales Engineers (419031)	170	165	97.1	4	2.4	165	97.1	4	2.4	0	0.0
Telemarketers (419041)	490	205	41.8	279	56.9	190	38.8	165	31.6	15	3.1
Door-To-Door Sales Workers & Rel Wrks (419091)	620	363	58.5	265	42.7	275	44.4	195	31.5	29	4.7
Sales & Related Workers, All Other (419099)	650	294	45.2	360	55.4	280	43.1	310	47.7	0	0.0
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	73,336	19,099	26.0	54,214	73.9	13,680	18.7	41,382	56.4	2,789	3.8
Super., Office & Admn. Support Workers (431000)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
First-Line Sup./Mgns., Admn. Support Wrks (431011)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
Communications Equipment Operators (432000)	355	62	17.5	287	80.8	36	10.7	199	56.1	14	3.9
Switchboard Operators, Incl. Ans. Service (432011)	185	34	18.4	148	80.0	30	16.2	115	62.2	4	2.2
Telephone Operators (432021)	160	24	15.0	135	84.4	4	2.5	80	50.0	10	6.3
Comm. Equipment Operators, All Other (432099)	10	4	40.0	4	40.0	4	40.0	4	40.0	0	0.0
Financial Clerks (433000)	10,235	1,425	13.9	8,811	86.1	1,125	11.0	7,044	68.8	189	1.8
Bill & Account Collectors (433011)	575	205	35.7	365	63.5	165	28.7	255	44.3	30	5.2
Billing & Posting Clerks & Machine Oper. (433021)	1,355	100	7.4	1,258	92.8	75	5.5	1,080	79.7	25	1.8
Bookkeeping, Acctg., & Auditing Clerks (433031)	6,010	837	13.9	5,170	86.0	655	10.9	4,255	70.8	109	1.8
Gaming Cage Workers (433041)	35	0	0.0	32	91.4	0	0.0	4	11.4	0	0.0
Payroll & Timekeeping Clerks (433051)	835	90	10.8	754	90.3	65	7.8	615	73.7	25	3.0
Procurement Clerks (433061)	160	75	50.0	73	48.7	75	50.0	55	36.7	0	0.0
Tellers (433071)	1,275	118	9.3	1,159	90.9	90	7.1	780	61.2	0	0.0
Information & Record Clerks (434000)	15,865	3,205	20.2	12,672	79.9	2,288	14.4	8,505	59.9	478	3.0
Brokerage Clerks (434011)	45	16	33.3	29	64.4	15	33.3	15	33.3	0	0.0
Court, Municipal, & License Clerks (434031)	145	39	26.9	105	72.4	25	17.2	80	55.2	10	6.9
Credit Authorizers, Checkers, & Clerks (434041)	225	45	20.0	179	79.6	45	20.0	110	48.9	0	0.0
Customer Service Representatives (434051)	7,900	1,989	25.2	5,919	74.9	1,585	20.1	4,360	55.2	204	2.6
Eligibility Interviewers, Govt. Programs (434061)	230	53	23.0	175	76.1	30	13.0	110	47.8	15	6.5
File Clerks (434071)	870	150	17.2	719	82.6	85	9.8	540	62.1	40	4.6
Hotel, Motel, & Resort Desk Clerks (434081)	200	39	19.5	168	79.0	20	10.0	85	42.5	15	7.5
Interviewers, Except Eligibility & Loan (434111)	500	135	27.0	369	73.8	95	19.0	240	48.0	16	3.0
Library Assistants, Clerical (434121)	500	48	9.6	460	92.0	30	6.0	330	66.0	4	0.8
Loan Interviewers & Clerks (434131)	200	4	2.0	193	96.5	4	2.0	130	65.0	0	0.0
New Accounts Clerks (434141)	60	4	6.7	55	91.7	4	8.7	35	58.3	0	0.0
Human Res. Assists, Exc. Payroll Etc. (434161)	105	35	33.3	74	70.6	15	14.3	55	52.4	10	9.5
Receptionists & Information Clerks (434171)	3,570	195	5.5	3,377	94.6	105	2.9	2,810	78.7	55	1.5
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	550	169	30.7	378	68.7	95	17.3	235	42.7	45	8.2
Information & Record Clerks, All Other (434199)	215	25	11.6	187	87.0	25	11.6	160	74.4	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	550	250	47.3	295	53.6	110	20.0	210	38.2	65	11.8
Material Recording, Scheduling, Etc. (435000)	11,835	7,895	66.4	3,962	33.3	5,400	45.4	2,589	21.8	1,309	11.0
Cargo & Freight Agents (435011)	95	64	67.4	24	25.3	60	63.2	4	4.2	0	0.0
Couriers & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140	17.4
Dispatchers (435030)	825	399	48.4	415	50.3	330	40.0	330	40.0	44	5.3
Meter Readers, Utilities (435041)	40	44	110.0	0	0.0	10	25.0	0	0.0	30	75.0
Postal Service Clerks (435051)	580	285	49.1	298	51.4	190	32.8	140	24.1	50	8.6
Postal Service Mail Carriers (435052)	1,300	960	73.8	337	25.9	670	51.5	220	16.9	180	13.8
Postal Service Mail Sorters, Processors, Etc. (435053)	675	355	52.6	318	47.1	255	37.8	115	17.0	75	11.1
Production, Planning, & Expediting Clerks (435061)	1,210	658	54.4	554	45.8	630	43.8	430	35.5	80	6.6
Shipping, Receiving, & Traffic Clerks (435071)	2,140	1,563	73.0	569	26.6	1,055	49.3	385	18.0	220	10.3
Stock Clerks & Order Filers (435081)	4,065	2,789	68.6	1,264	31.1	1,830	45.0	810	19.9	480	11.8
Weights, Measurers, Checkers, Etc. (435111)	160	79	49.4	75	46.9	50	31.3	65	40.6	10	6.3
Secretaries & Administrative Assistants (436000)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Secretaries & Administrative Assistants (436010)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Other Office & Admn. Support Workers (439000)	15,690	3,908	24.9	11,783	75.1	2,804	17.9	8,275	52.7	695	3.8

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Black Non-Hispanic		Hispanic In Any Race		All Other Non-Hispanic						Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
725	7.8	1,340	14.4	1,035	11.2	228	2.5	174	1.9	Building Cleaning & Pest Control Workers (372000)
510	16.5	265	8.6	625	20.3	45	1.6	129	4.2	Majds & Housekeeping Cleaners (372012)
215	3.5	1,075	17.6	410	8.7	183	3.0	45	0.7	Janitors & Building Cleaners (37201X)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Pest Control Workers (372021)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373000)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373010)
1,152	9.7	316	2.7	921	7.7	198	1.8	498	4.2	Personal Care & Service Occupations (390001)
4	1.0	8	1.9	4	1.0	45	10.8	25	8.0	Super., Personal Care & Service Workers (391000)
0	0.0	4	4.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Gaming Workers (391010)
4	1.2	4	1.2	4	1.2	45	13.6	25	7.6	First-Line Super./Mgrs. of Pers. Serv. Wrks (391021)
0	0.0	29	6.4	25	5.5	8	1.8	14	3.1	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Animal Trainers (392011)
0	0.0	29	7.1	25	6.1	4	1.0	14	3.4	Non-farm Animal Caretakers (392021)
85	8.6	64	8.4	20	2.0	25	2.5	35	3.5	Entert. Attendants & Related Workers (393000)
20	9.5	10	4.8	20	9.5	10	4.8	10	4.8	Gaming Services Workers (393010)
0	0.0	4	18.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.9	10	6.9	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
55	8.9	40	8.5	0	0.0	15	2.4	25	4.0	Misc. Entertainment Attend. & Rel Wrks (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
210	7.4	95	3.3	120	4.2	65	2.3	213	7.5	Personal Appearance Workers (395000)
15	6.0	35	11.7	15	6.0	0	0.0	4	1.3	Barbers (395011)
175	8.4	40	1.9	80	3.8	0	0.0	84	4.0	Hairdressers, Stylists, & Cosmetologists (395012)
20	4.4	20	4.4	25	5.6	65	14.3	125	27.5	Misc. Personal Appearance Workers (395090)
14	6.0	8	2.9	16	6.4	14	6.0	20	7.1	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	8	7.8	10	9.5	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	6.7	0	0.0	0	0.0	10	16.7	0	0.0	Tour & Travel Guides (396020)
10	8.7	0	0.0	8	7.0	4	3.5	20	17.4	Transportation Attendants (396030)
839	12.2	112	1.8	734	10.7	39	0.8	191	2.8	Other Personal Care & Service Workers (399000)
615	12.5	60	1.2	640	13.0	39	0.8	138	2.8	Child Care Workers (399011)
170	21.9	10	1.3	75	9.7	0	0.0	45	5.8	Personal & Home Care Aides (399021)
4	0.6	8	1.2	19	2.8	0	0.0	0	0.0	Recreation & Fitness Workers (399030)
40	12.7	14	4.4	0	0.0	0	0.0	8	2.5	Residential Advisors (399041)
10	5.6	20	11.1	0	0.0	0	0.0	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,283	4.7	1,285	2.8	2,468	6.1	867	1.8	935	1.9	SALES & RELATED OCCUPATIONS (410000)
290	2.4	230	1.9	315	2.8	309	2.6	173	1.4	Supervisors, Sales Workers (411000)
170	2.2	160	2.1	220	2.9	275	3.6	139	1.8	First-Line Super./Mgrs. of Ret. Sales Wrks (411011)
120	2.7	70	1.6	95	2.1	34	0.8	34	0.8	First-Line Sup./Mgrs., Non-Ret Sales Wrks (411012)
1,484	7.1	884	4.2	1,890	9.0	376	1.8	563	2.7	Retail Sales Workers (412000)
980	10.4	385	4.1	1,380	14.6	159	1.7	328	3.5	Cashiers (412010)
10	2.4	40	9.4	40	9.4	19	4.5	30	7.1	Counter & Rental Clerks (412021)
0	0.0	24	10.0	0	0.0	10	4.2	0	0.0	Parts Salespersons (412022)
494	4.6	435	4.0	470	4.4	188	1.7	205	1.9	Retail Salespersons (412031)
274	4.1	42	0.6	124	1.8	98	1.5	117	1.7	Sales Representatives, Services (413000)
0	0.0	8	1.6	10	2.0	0	0.0	14	2.9	Advertising Sales Agents (413011)
120	4.5	10	0.4	65	2.4	45	1.7	40	1.5	Insurance Sales Agents (413021)
45	4.5	4	0.4	15	1.5	19	1.9	25	2.5	Securities, Comm., & Fin. Serv. Sales Agts (413031)
64	9.1	10	1.4	20	2.9	10	1.4	14	2.0	Travel Agents (413041)
45	2.4	10	0.5	14	0.8	24	1.3	24	1.3	Sales Reps, Services, All Other (413099)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414000)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414010)
190	4.7	74	1.8	110	2.7	24	0.6	49	1.2	Other Sales & Related Workers (419000)
0	0.0	0	0.0	15	15.0	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,768	40.5	3,080	33.2	1,824	19.7	870	9.4
Majds & Housekeeping Cleaners (372012)	3,085	645	20.9	2,444	79.2	210	6.8	1,180	38.2	125	4.1
Janitors & Building Cleaners (37201X)	6,095	4,778	78.4	1,310	21.5	2,805	46.0	640	10.5	715	11.7
Pest Control Workers (372021)	100	95	95.0	4	4.0	65	65.0	4	4.0	30	30.0
Grounds Maintenance Workers (373000)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Grounds Maintenance Workers (373010)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Personal Care & Service Occupations (390001)	11,890	2,494	21.0	9,371	78.8	1,714	14.4	6,800	57.2	268	2.3
Super., Personal Care & Service Workers (391000)	416	227	54.7	178	42.9	170	41.0	145	34.9	4	1.0
First-Line Super./Mgns. of Gaming Workers (391010)	85	59	69.4	25	29.4	55	64.7	25	29.4	0	0.0
First-Line Super./Mgns. of Pers. Serv. Wrks (391021)	330	168	50.9	153	46.4	115	34.8	120	36.4	4	1.2
Animal Care & Service Workers (392000)	455	108	23.3	334	73.4	59	13.0	295	64.8	10	2.2
Animal Trainers (392011)	45	8	17.8	35	77.8	4	8.9	35	77.8	0	0.0
Non-farm Animal Caretakers (392021)	410	98	23.9	299	72.9	55	13.4	260	63.4	10	2.4
Entert. Attendants & Related Workers (393000)	1,000	574	57.4	435	43.5	425	42.5	295	29.5	60	6.0
Gaming Services Workers (393010)	210	120	57.1	90	42.9	65	31.0	40	19.0	35	16.7
Motion Picture Projectionists (393021)	25	24	96.0	0	0.0	20	80.0	0	0.0	0	0.0
Ushers, Lobby Attend., & Ticket Takers (393031)	145	110	75.9	40	27.6	100	69.0	30	20.7	0	0.0
Misc. Entertainment Attend. & Rel Wrks (393090)	620	320	51.6	305	49.2	240	38.7	225	36.3	25	4.0
Funeral Service Workers (394000)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Personal Appearance Workers (395000)	2,850	620	21.8	2,233	78.4	385	13.5	1,690	59.3	75	2.6
Barbers (395011)	300	235	78.3	64	21.3	145	48.3	30	10.0	55	18.3
Hairdressers, Stylists, & Cosmetologists (395012)	2,095	300	14.3	1,794	85.6	240	11.5	1,455	69.5	20	1.0
Misc. Personal Appearance Workers (395090)	455	85	18.7	375	82.4	0	0.0	205	45.1	0	0.0
Transp., Tourism, & Lodging Attendants (396000)	280	128	45.0	147	52.5	100	35.7	95	33.9	4	1.4
Baggage Porters, Bellhops, & Concierges (396010)	105	73	69.5	30	28.6	65	61.9	20	19.0	0	0.0
Tour & Travel Guides (396020)	60	30	50.0	29	48.3	20	33.3	25	41.7	0	0.0
Transportation Attendants (396030)	115	23	20.0	88	76.5	15	13.0	50	43.5	4	3.5
Other Personal Care & Service Workers (399000)	6,865	816	11.9	6,044	88.0	550	8.0	4,280	62.3	115	1.7
Child Care Workers (399011)	4,915	334	6.8	4,568	92.9	175	3.6	3,175	64.6	60	1.2
Personal & Home Care Aides (399021)	775	80	10.3	700	90.3	60	7.7	410	52.9	10	1.3
Recreation & Fitness Workers (399030)	680	198	29.1	483	71.0	180	26.5	480	67.6	10	1.5
Residential Advisors (399041)	315	114	36.2	203	64.4	65	20.6	155	49.2	35	11.1
Pers. Care & Serv. Workers, All Other (399099)	180	90	50.0	90	50.0	70	38.9	80	44.4	0	0.0
SALES & RELATED OCCUPATIONS (410000)	48,510	24,900	51.3	23,570	48.5	21,280	43.9	17,884	36.9	1,468	3.0
Supervisors, Sales Workers (411000)	12,070	7,408	61.4	4,643	38.5	6,530	54.1	3,865	32.0	339	2.8
First-Line Super./Mgns. of Ret. Sales Wrks (411011)	7,575	4,805	63.4	2,759	36.4	4,100	54.1	2,230	29.4	270	3.6
First-Line Sup./Mgns., Non-Ret Sales Wrks (411012)	4,495	2,603	57.9	1,884	41.9	2,430	54.1	1,635	36.4	69	1.5
Retail Sales Workers (412000)	20,900	8,405	40.2	12,467	59.7	6,315	30.2	8,530	40.8	830	4.0
Cashiers (412010)	9,450	2,609	27.6	6,833	72.3	1,725	18.3	4,145	43.9	340	3.6
Counter & Rental Clerks (412021)	425	214	50.4	200	47.1	125	29.4	120	28.2	30	7.1
Parts Salespersons (412022)	240	229	95.4	10	4.2	195	81.3	10	4.2	0	0.0
Retail Salespersons (412031)	10,785	5,353	49.6	6,424	50.3	4,270	39.6	4,255	39.5	460	4.3
Sales Representatives, Services (413000)	6,715	3,480	52.0	3,220	48.0	3,160	47.1	2,705	40.3	190	2.8
Advertising Sales Agents (413011)	490	193	39.4	294	60.0	165	33.7	270	55.1	20	4.1
Insurance Sales Agents (413021)	2,875	1,365	47.5	1,325	46.1	1,215	42.3	1,100	38.6	95	3.3
Securities, Comm., & Fin. Serv. Sales Agts (413031)	990	548	55.4	435	43.9	510	51.5	350	35.4	15	1.5
Travel Agents (413041)	700	95	13.6	603	86.1	75	10.7	505	72.1	0	0.0
Sales Reps, Services, All Other (413099)	1,860	1,289	69.3	563	30.3	1,195	64.2	480	25.8	60	3.2
Sales Reps, Wholesale & Manufacturing (414000)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Sales Reps, Wholesale & Manufacturing (414010)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Other Sales & Related Workers (419000)	4,065	1,942	47.8	2,123	52.2	1,790	44.0	1,774	43.6	54	1.3
Models, Demonstrators, & Prod Promoters (419010)	100	30	30.0	70	70.0	30	30.0	55	55.0	0	0.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
5,994	9.5	4,712	7.5	4,728	7.5	1,514	2.4	1,555	2.6	SERVICE OCCUPATIONS (310000)
2,755	25.2	110	1.0	1,265	11.8	131	1.2	377	3.4	Healthcare Support Occupations (310001)
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311000)
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311010)
15	7.7	0	0.0	0	0.0	4	2.1	0	0.0	Occ. & Phys. Therapist Assists & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
15	11.5	0	0.0	0	0.0	4	3.1	0	0.0	Physical Therapist Assistants & Aides (312020)
305	9.8	35	1.1	250	8.1	38	1.2	48	1.5	Other Healthcare Support Occupations (319000)
0	0.0	0	0.0	0	0.0	0	0.0	10	0.5	Massage Therapists (319011)
35	4.7	0	0.0	55	7.3	0	0.0	10	1.3	Dental Assistants (319091)
270	12.3	35	1.6	195	8.9	38	1.7	28	1.3	Med. Assist. & Other Health Supp. Occs (31909X)
317	3.8	678	8.0	213	2.5	160	1.9	70	0.8	Protective Service Occupations (330001)
4	0.4	35	3.2	4	0.4	14	1.3	4	0.4	First-Line Super./Mgr., Protective Serv. Wkr (331000)
0	0.0	10	7.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct. Offits (331011)
0	0.0	0	0.0	0	0.0	4	1.1	0	0.0	First-Line Super./Mgrs. of Police & Det. (331012)
0	0.0	10	5.6	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
4	1.0	15	3.8	4	1.0	10	2.5	4	1.0	Super., Protect. Serv. Wkrs, All Other (331099)
0	0.0	75	10.2	0	0.0	10	1.4	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	75	10.5	0	0.0	10	1.4	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
109	3.9	189	6.8	95	3.4	37	1.3	24	0.9	Law Enforcement Workers (333000)
75	7.2	80	7.7	40	3.8	19	1.8	14	1.3	Bailiffs, Correctional Officers, & Jailers (333010)
4	2.8	4	2.8	0	0.0	4	2.8	0	0.0	Detectives & Criminal Investigators (333021)
30	1.9	105	6.5	55	3.4	14	0.9	10	0.6	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
204	5.3	379	9.9	114	3.0	99	2.6	42	1.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
4	1.9	30	14.3	0	0.0	10	4.8	0	0.0	Private Detectives & Investigators (339021)
115	4.4	280	10.7	69	2.6	89	3.4	32	1.2	Sec. Guards & Gaming Surv. Officers (339030)
40	13.6	4	1.4	20	6.8	0	0.0	0	0.0	Crossing Guards (339091)
45	6.9	65	10.0	25	3.8	0	0.0	10	1.5	Lifeguards & Other Prot. Serv. Wkrs (33909X)
1,005	5.2	1,778	9.2	1,254	6.5	745	3.8	538	2.8	Food Prep. & Serving-Rel. Occupations (350001)
110	4.3	175	6.8	125	4.9	134	5.2	84	2.5	Supervisors, Food Prep. & Serv. Wkrs (351000)
25	2.4	115	11.1	0	0.0	109	10.5	30	2.9	Chefs & Head Cooks (351011)
85	5.5	60	3.9	125	8.1	25	1.6	34	2.2	First-Line Super./Mgrs. of Food Workers (351012)
250	4.1	1,070	17.7	385	6.4	350	6.8	183	3.0	Cooks & Food Preparation Workers (352000)
120	3.0	755	18.7	195	4.8	305	7.6	148	3.7	Cooks (352010)
130	6.5	315	15.7	190	9.5	45	2.2	35	1.7	Food Preparation Workers (352021)
465	5.5	308	3.7	594	7.1	164	1.8	247	2.9	Food & Beverage Serving Workers (353000)
10	1.1	44	4.9	0	0.0	20	2.2	4	0.4	Bartenders (353011)
100	10.3	75	7.7	125	12.8	24	2.5	8	0.8	Comb Food Prep/Serv., Incl. Fast Food (353021)
55	7.6	35	4.9	80	11.1	15	2.1	15	2.1	Counter Attend., Caf�, Food Conc., Etc. (353022)
260	4.8	150	2.8	370	6.9	95	1.8	210	3.9	Waiters & Waitresses (353031)
40	9.6	4	1.0	19	4.6	0	0.0	10	2.4	Food Servers, Non-restaurant (353041)
180	7.8	225	9.6	150	6.4	107	4.5	42	1.8	Other Food Prep. & Serv. Rel. Workers (359000)
75	9.6	135	17.3	20	2.6	39	5.0	4	0.5	Dishwashers (359021)
20	4.3	0	0.0	40	8.7	4	0.9	0	0.0	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
85	7.8	90	8.1	90	8.1	64	5.7	38	3.4	Misc. Food Prep & Serving Rel. Workers (3590XX)
765	6.1	1,830	14.6	1,075	8.6	282	2.2	174	1.4	Bldg & Grounds Cleaning & Maint. Occs. (370001)
25	2.8	85	9.6	40	4.5	4	0.4	0	0.0	Super., Bldg & Grnds Clean & Maint. Wkrs (371000)
25	4.4	65	11.4	40	7.0	4	0.7	0	0.0	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	20	6.3	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	63,175	28,293	44.8	34,891	55.1	17,784	28.1	22,424	35.5	4,303	6.8
<i>Healthcare Support Occupations (310001)</i>	<i>10,940</i>	<i>1,466</i>	<i>13.4</i>	<i>9,457</i>	<i>86.4</i>	<i>710</i>	<i>6.5</i>	<i>5,060</i>	<i>46.3</i>	<i>515</i>	<i>4.7</i>
Nursing, Psych., & Home Health Aides (311000)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Nursing, Psych., & Home Health Aides (311010)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Occ. & Phys. Therapist Assists & Aides (312000)	195	54	27.7	135	69.2	40	20.5	120	61.5	10	5.1
Occ. Therapist Assistants & Aides (312010)	65	0	0.0	65	100.0	0	0.0	65	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	130	54	41.5	70	53.8	40	30.8	55	42.3	10	7.7
Other Healthcare Support Occupations (319000)	3,105	448	14.4	2,648	85.3	230	7.4	2,045	85.9	145	4.7
Massage Therapists (319011)	155	40	25.8	115	74.2	30	19.4	105	87.7	10	6.5
Dental Assistants (319091)	750	10	1.3	735	98.0	10	1.3	635	84.7	0	0.0
Med. Assst. & Other Health Supp. Occs (31909X)	2,200	398	18.1	1,798	81.7	190	8.6	1,305	59.3	135	6.1
<i>Protective Service Occupations (330001)</i>	<i>8,445</i>	<i>6,970</i>	<i>82.5</i>	<i>1,460</i>	<i>17.3</i>	<i>4,995</i>	<i>58.1</i>	<i>860</i>	<i>10.2</i>	<i>1,227</i>	<i>14.5</i>
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	1,090	964	88.4	127	11.7	765	70.2	115	10.6	160	13.8
First-Line Super./Mgrs. of Correct. Offrs (331011)	135	110	81.5	25	18.5	90	66.7	25	18.5	10	7.4
First-Line Super./Mgrs. of Police & Det. (331012)	375	354	94.4	20	5.3	320	85.3	20	5.3	30	8.0
First-Line Super./Mgrs. of Fire Fighters (331021)	180	185	102.8	0	0.0	150	83.3	0	0.0	25	13.9
Super., Protect. Serv. Wrks, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	85	21.3
Fire Fighting & Prevention Workers (332000)	735	725	98.6	15	2.0	555	75.5	15	2.0	85	11.6
Fire Fighters (332011)	715	705	98.6	15	2.1	535	74.8	15	2.1	85	11.9
Fire Inspectors (332020)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Law Enforcement Workers (333000)	2,800	2,375	84.8	418	14.9	1,850	68.1	190	6.8	299	10.7
Balliffs, Correctional Officers, & Jailers (333010)	1,045	884	82.7	184	17.6	555	53.1	55	5.3	210	20.1
Detectives & Criminal Investigators (333021)	145	112	77.2	24	16.6	100	69.0	20	13.8	4	2.8
Police Officers (333050)	1,610	1,399	86.9	210	13.0	1,195	74.2	115	7.1	85	5.3
Misc. Law Enforcement Workers (3330XX)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	3,820	2,906	76.1	900	23.6	1,735	45.4	540	14.1	693	18.1
Animal Control Workers (339011)	45	20	44.4	25	55.6	20	44.4	25	55.6	0	0.0
Private Detectives & Investigators (339021)	210	135	64.3	74	35.2	70	33.3	70	33.3	25	11.9
Sec. Guards & Gaming Surv. Officers (339030)	2,620	2,163	82.6	446	17.0	1,145	43.7	230	8.8	649	24.8
Crossing Guards (339091)	295	128	43.4	166	56.9	120	40.7	105	35.6	4	1.4
Lifeguards & Other Prot. Serv. Wrks (33909X)	650	460	70.8	190	29.2	380	58.5	110	16.9	15	2.3
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	<i>19,365</i>	<i>8,887</i>	<i>45.9</i>	<i>10,470</i>	<i>54.1</i>	<i>5,245</i>	<i>27.1</i>	<i>7,675</i>	<i>39.6</i>	<i>1,119</i>	<i>5.8</i>
Supervisors, Food Prep. & Serv. Wrks (351000)	2,570	1,684	65.5	879	34.2	1,200	46.7	580	22.6	175	6.8
Chefs & Head Cooks (351011)	1,035	889	84.0	160	15.5	595	57.5	105	10.1	50	4.8
First-Line Super./Mgrs. of Food Workers (351012)	1,535	815	63.1	719	46.8	605	39.4	475	30.9	125	8.1
Cooks & Food Preparation Workers (352000)	6,040	3,600	59.6	2,443	40.4	1,640	27.2	1,625	26.9	540	8.9
Cooks (352010)	4,030	2,695	66.9	1,333	33.1	1,225	30.4	870	21.6	410	10.2
Food Preparation Workers (352021)	2,010	905	45.0	1,110	55.2	415	20.6	755	37.6	130	6.5
Food & Beverage Serving Workers (353000)	8,400	2,491	29.7	5,916	70.4	1,760	21.0	4,610	54.9	269	3.2
Bartenders (353011)	895	384	42.9	514	57.4	305	34.1	500	56.9	15	1.7
Comb Food Prep/Serv., Incl. Fast Food (353021)	975	394	40.4	583	59.8	215	22.1	350	35.9	80	8.2
Counter Attend., Caf�, Food Conc., Etc. (353022)	720	249	34.6	470	65.3	165	22.9	320	44.4	34	4.7
Waiters & Waitresses (353031)	5,395	1,270	23.5	4,130	76.8	920	17.1	3,290	61.0	105	1.9
Food Servers, Non-restaurant (353041)	415	194	46.7	219	52.8	155	37.3	150	36.1	35	8.4
Other Food Prep. & Serv. Rel. Workers (359000)	2,355	1,112	47.2	1,232	52.3	645	27.4	880	36.5	135	5.7
Dishwashers (359021)	780	579	74.2	199	25.5	315	40.4	100	12.8	90	11.5
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	460	59	12.8	400	87.0	35	7.6	340	73.9	20	4.3
Misc. Food Prep & Serving Rel. Workers (3590XX)	1,115	474	42.5	633	56.8	295	26.5	420	37.7	25	2.2
<i>Bldg & Grounds Cleaning & Maint. Occs. (370001)</i>	<i>12,535</i>	<i>8,476</i>	<i>67.6</i>	<i>4,043</i>	<i>32.3</i>	<i>5,190</i>	<i>41.4</i>	<i>2,029</i>	<i>16.2</i>	<i>1,174</i>	<i>9.4</i>
Super., Bldg & Grnds Clean & Maint. Wrks (371000)	890	683	76.7	200	22.5	500	56.2	135	15.2	94	10.6
First-Line Super./Mgrs. of Housekeeping Etc. (371011)	570	399	70.0	170	29.8	240	42.1	105	18.4	90	15.6
First-Line Super./Mgrs. of Landscaping, Etc. (371012)	320	284	88.8	30	9.4	260	81.3	30	9.4	4	1.3

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
15	1.9	18	2.3	40	5.2	80	10.3	10	1.3	Physical Scientists (192000)
0	0.0	4	8.9	0	0.0	10	22.2	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
0	0.0	10	3.6	30	10.7	20	7.1	0	0.0	Chemists & Materials Scientists (192030)
0	0.0	4	2.1	10	5.1	15	7.7	0	0.0	Environ. Scientists & Geoscientists (192040)
15	6.5	0	0.0	0	0.0	35	15.2	10	4.3	Physical Scientists, All Other (192099)
25	1.9	6	0.6	14	1.1	4	0.3	0	0.0	Social Scientists & Related Workers (193000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Economists (193011)
10	3.3	0	0.0	4	1.3	0	0.0	0	0.0	Market & Survey Researchers (193020)
15	1.8	6	1.0	10	1.2	0	0.0	0	0.0	Psychologists (193030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	5.0	0	0.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
45	9.8	10	2.2	4	0.9	4	0.9	15	3.3	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	10	40.0	0	0.0	0	0.0	0	0.0	Agri. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Biological Technicians (194021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
45	14.6	0	0.0	4	1.3	4	1.3	15	4.8	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
828	11.0	278	3.7	624	8.3	84	1.1	93	1.2	Community & Social Services Occs. (210001)
824	13.5	264	4.3	610	10.0	39	0.6	53	0.9	Counselors, Soc. Workers, & Others (211000)
260	11.7	50	2.2	125	5.6	35	1.6	4	0.2	Counselors (211010)
389	13.5	165	5.7	350	12.1	4	0.1	34	1.2	Social Workers (211020)
175	17.9	49	6.0	135	13.8	0	0.0	15	1.5	Misc. Comm. & Soc. Serv. Specialists (211090)
4	0.3	14	1.0	14	1.0	45	3.2	40	2.8	Religious Workers (212000)
4	0.4	14	1.5	4	0.4	45	4.7	10	1.0	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Directors, Religious Activities & Educ. (212021)
0	0.0	0	0.0	10	2.8	0	0.0	30	8.3	Religious Workers, All Other (212099)
228	3.6	44	0.7	134	2.1	63	1.0	89	1.4	Legal Occupations (230001)
104	2.5	20	0.5	45	1.1	59	1.4	77	1.9	Lawyers, Judges, & Related Workers (231000)
100	2.6	20	0.5	45	1.2	59	1.5	63	1.6	Lawyers (231011)
4	1.7	0	0.0	0	0.0	0	0.0	14	6.0	Judges, Magistrates, & Other Jud. Wrks (231020)
124	5.5	24	1.1	89	4.0	4	0.2	12	0.5	Legal Support Workers (232000)
120	7.5	0	0.0	65	4.1	0	0.0	8	0.6	Paralegals & Legal Assistants (232011)
4	0.6	24	3.7	24	3.7	4	0.6	4	0.6	Miscellaneous Legal Support Workers (232090)
1,134	4.5	378	1.5	1,414	5.6	152	0.6	516	2.1	Education, Training, & Library Occs. (250001)
145	4.1	110	3.1	95	2.7	75	2.1	149	4.3	Postsecondary Teachers (251000)
609	3.4	180	1.2	690	4.6	49	0.3	240	1.6	Primary, Sec. & Special Ed. Teachers (252000)
140	7.9	25	1.4	165	9.3	10	0.6	64	3.6	Preschool & Kindergarten Teachers (252010)
324	3.4	105	1.1	430	4.4	15	0.2	138	1.4	Elementary & Middle School Teachers (252020)
45	1.6	40	1.4	60	2.1	24	0.8	28	1.0	Secondary School Teachers (252030)
0	0.0	10	1.3	35	4.5	0	0.0	10	1.3	Special Education Teachers (252040)
115	5.7	14	0.7	95	4.7	10	0.5	35	1.7	Other Teachers & Instructors (253000)
10	0.8	14	1.1	24	1.9	4	0.3	33	2.6	Librarians, Curators, & Archivists (254000)
0	0.0	0	0.0	0	0.0	0	0.0	4	2.4	Archivists, Curators, & Museum Techs. (254010)
10	1.1	4	0.4	24	2.6	4	0.4	29	3.2	Librarians (254021)
0	0.0	10	5.4	0	0.0	0	0.0	0	0.0	Library Technicians (254031)
355	10.8	60	1.8	510	15.6	14	0.4	59	1.8	Other Educ., Training, & Library Occs. (259000)
340	11.0	60	1.9	510	16.5	14	0.5	59	1.9	Teacher Assistants (259041)
15	7.9	0	0.0	0	0.0	0	0.0	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
164	2.1	129	1.7	189	2.5	103	1.3	94	1.2	Arts, Des., Entert., Sports, & Media Occs. (270001)
70	2.7	15	0.6	45	1.7	47	1.8	18	0.7	Art & Design Workers (271000)
20	4.0	0	0.0	0	0.0	8	1.6	8	1.6	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	775	578	74.8	195	25.2	480	61.9	130	16.8	0	0.0
Astronomers & Physicists (192010)	45	39	86.7	10	22.2	25	55.6	10	22.2	0	0.0
Atmospheric & Space Scientists (192021)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Chemists & Materials Scientists (192030)	280	215	76.8	60	21.4	185	66.1	30	10.7	0	0.0
Environ. Scientists & Geoscientists (192040)	195	144	73.8	50	25.6	125	64.1	40	20.5	0	0.0
Physical Scientists, All Other (192099)	230	155	67.4	75	32.6	120	52.2	50	21.7	0	0.0
Social Scientists & Related Workers (193000)	1,300	535	41.2	766	59.1	505	38.8	729	56.1	18	1.4
Economists (193011)	65	45	69.2	20	30.8	45	69.2	20	30.8	0	0.0
Market & Survey Researchers (193020)	300	114	38.0	189	63.0	110	36.7	175	58.3	4	1.3
Psychologists (193030)	815	303	37.2	510	62.6	285	35.0	485	59.5	10	1.2
Urban & Regional Planners (193051)	40	35	87.5	4	10.0	35	87.5	4	10.0	0	0.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	80	38	47.5	45	56.3	30	37.5	45	56.3	4	5.0
Life, Physical, & Soc. Science Techs. (194000)	460	193	42.0	262	57.0	175	38.0	198	43.0	4	0.9
Agricult. & Food Science Technicians (194011)	25	20	80.0	4	16.0	10	40.0	4	16.0	0	0.0
Biological Technicians (194021)	15	10	66.7	4	26.7	10	66.7	4	26.7	0	0.0
Chemical Technicians (194031)	95	85	89.5	10	10.5	85	89.5	10	10.5	0	0.0
Geological & Petroleum Technicians (194041)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	310	63	20.3	244	78.7	55	17.7	180	58.1	4	1.3
Community & Social Services Occs. (210001)	7,510	2,647	35.2	4,855	64.6	1,740	23.2	3,310	44.1	545	7.3
Counselors, Soc. Workers, & Others (211000)	6,100	1,733	28.4	4,352	71.3	980	16.1	2,865	47.0	450	7.4
Counselors (211010)	2,230	770	34.5	1,459	65.4	490	22.0	1,070	48.0	195	8.7
Social Workers (211020)	2,890	639	22.1	2,243	77.6	280	9.7	1,470	50.9	190	6.6
Misc. Comm. & Soc. Serv. Specialists (211090)	980	324	33.1	650	66.3	210	21.4	325	33.2	65	6.6
Religious Workers (212000)	1,410	914	64.8	503	35.7	780	53.9	445	31.6	95	6.8
Clergy (212011)	955	779	81.6	183	19.2	645	67.5	165	17.3	75	7.9
Directors, Religious Activities & Edu. (212021)	95	25	26.3	70	73.7	25	26.3	70	73.7	0	0.0
Religious Workers, All Other (212099)	360	110	30.6	250	69.4	90	25.0	210	58.3	20	5.6
Legal Occupations (230001)	6,360	3,147	49.5	3,201	50.3	2,900	45.6	2,750	43.2	140	2.2
Lawyers, Judges, & Related Workers (231000)	4,115	2,839	69.0	1,276	31.0	2,655	64.5	1,050	25.5	105	2.6
Lawyers (231011)	3,880	2,719	70.1	1,163	30.0	2,535	65.3	955	24.6	105	2.7
Judges, Magistrates, & Other Jud. Wrks (231020)	235	120	51.1	113	48.1	120	51.1	95	40.4	0	0.0
Legal Support Workers (232000)	2,245	308	13.7	1,925	85.7	245	10.9	1,700	75.7	35	1.6
Paralegals & Legal Assistants (232011)	1,590	100	6.3	1,488	93.6	90	5.7	1,295	81.4	10	0.6
Miscellaneous Legal Support Workers (232090)	655	208	31.8	437	66.7	155	23.7	405	61.8	25	3.8
Education, Training, & Library Occs. (250001)	25,165	6,403	25.4	18,729	74.4	5,395	21.4	15,665	62.2	478	1.9
Postsecondary Teachers (251000)	3,505	1,630	46.5	1,869	53.3	1,340	38.2	1,480	42.2	105	3.0
Primary, Sec. & Special Ed. Teachers (252000)	15,095	3,428	22.7	11,649	77.2	3,035	20.1	10,210	67.6	164	1.1
Preschool & Kindergarten Teachers (252010)	1,780	89	5.0	1,684	94.6	50	2.8	1,315	73.9	4	0.2
Elementary & Middle School Teachers (252020)	9,670	1,970	20.4	7,692	79.5	1,750	18.1	6,800	70.3	100	1.0
Secondary School Teachers (252030)	2,870	1,244	43.3	1,623	56.6	1,140	39.7	1,490	51.9	40	1.4
Special Education Teachers (252040)	775	125	16.1	650	83.9	95	12.3	605	78.1	20	2.6
Other Teachers & Instructors (253000)	2,025	728	36.0	1,300	64.2	615	30.4	1,055	52.1	89	4.4
Librarians, Curators, & Archivists (254000)	1,265	248	19.6	1,002	79.2	180	14.2	935	73.9	50	4.0
Archivists, Curators, & Museum Techs. (254010)	170	65	38.2	104	61.2	40	23.5	100	58.8	25	14.7
Librarians (254021)	910	103	11.3	798	87.7	95	10.4	735	80.8	0	0.0
Library Technicians (254031)	185	80	43.2	100	54.1	45	24.3	100	54.1	25	13.5
Other Educ., Training, & Library Occs. (259000)	3,275	369	11.3	2,909	88.8	225	6.9	1,985	60.6	70	2.1
Teacher Assistants (259041)	3,085	294	9.5	2,794	90.6	165	5.3	1,885	61.1	55	1.8
Other Educ., Training, & Library Wrks (2590XX)	190	75	39.5	115	60.5	60	31.6	100	52.6	15	7.9
Arts, Des., Entert., Sports, & Media Occs. (270001)	7,705	4,194	54.4	3,496	45.4	3,709	48.1	3,049	39.6	253	3.3
Art & Design Workers (271000)	2,615	1,201	45.9	1,403	53.7	1,075	41.1	1,270	48.6	64	2.4
Artists & Related Workers (271010)	500	237	47.4	263	50.6	225	45.0	225	45.0	4	0.8

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
160	1.3	180	1.4	205	1.7	169	1.4	165	1.3	Designers (271020)
77	1.0	169	2.1	61	0.8	177	2.2	22	0.3	Entertainers & Perf., Sports & Rel. Wkrs. (272000)
20	6.8	15	5.1	14	4.7	15	5.1	0	0.0	Actors (272011)
45	2.3	25	1.3	19	0.9	24	1.2	0	0.0	Producers & Directors (272012)
4	0.1	85	2.7	14	0.4	80	2.5	10	0.3	Athletes, Coaches, Umpis, & Ref. Wkrs (272020)
0	0.0	0	0.0	4	2.6	0	0.0	4	2.6	Dancers & Choreographers (272030)
4	0.2	24	1.2	10	0.5	54	2.6	4	0.2	Musicians, Singers, & Rel. Workers (272040)
4	1.7	20	8.3	0	0.0	4	1.7	4	1.7	Ent. & Perf., Sports & Rel. Wkrs, All Other (272099)
183	1.6	203	1.8	333	2.9	144	1.2	246	2.1	Media & Communication Workers (273000)
0	0.0	55	8.9	15	2.4	19	3.1	10	1.0	Announcers (273010)
20	1.6	0	0.0	20	1.6	10	0.8	30	2.4	News Analysis, Reporters & Corresp. (273020)
45	2.4	35	1.9	10	0.5	8	0.4	24	1.3	Public Relations Specialists (273031)
64	2.0	55	1.7	39	1.2	25	0.8	54	1.7	Editors (273041)
4	0.4	15	1.4	30	2.9	18	1.7	50	4.8	Technical Writers (273042)
35	1.3	24	0.9	4	0.1	25	0.9	39	1.4	Writers & Authors (273043)
15	1.8	19	2.3	215	25.7	39	4.7	39	4.7	Misc. Media & Comm. Workers (273090)
30	1.0	115	3.8	75	2.5	48	1.6	15	0.5	Media & Comm. Equipment Workers (274000)
20	1.3	90	5.7	45	2.8	14	0.9	15	0.9	Photographers (274021)
0	0.0	10	2.6	30	7.7	10	2.6	0	0.0	TV, Video, & Motion Pict. Camera Oper. (274030)
10	0.9	15	1.4	0	0.0	24	2.2	0	0.0	BC & Sound Engrng. Techs, Etc. (2740XX)
4,243	5.0	807	0.9	1,818	2.1	1,750	2.0	2,798	3.3	Healthcare Practitioners & Tech. Occs. (280001)
2,184	3.6	522	0.8	989	1.6	1,502	2.4	2,149	3.5	Health Diag. & Treating Practitioners (291000)
0	0.0	0	0.0	50	8.1	0	0.0	4	0.7	Chiropractors (291011)
30	1.3	65	2.8	25	1.1	30	1.3	49	2.1	Dentists (291020)
90	7.4	4	0.3	40	3.3	0	0.0	65	5.4	Dietitians & Nutritionists (291031)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.0	Optometrists (291041)
15	0.6	0	0.0	20	0.8	25	1.0	60	2.5	Pharmacists (291051)
75	0.7	245	2.2	110	1.0	1,130	10.0	619	5.5	Physicians & Surgeons (291060)
20	2.0	40	4.1	55	5.6	10	1.0	12	1.2	Physician Assistants (291071)
0	0.0	0	0.0	0	0.0	4	2.5	0	0.0	Podiatrists (291081)
1,840	5.5	85	0.3	555	1.7	233	0.7	1,215	3.6	Registered Nurses (291111)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Audiologists (291121)
15	1.4	0	0.0	0	0.0	0	0.0	25	2.3	Occupational Therapists (291122)
35	1.5	0	0.0	45	1.9	34	1.5	58	2.5	Physical Therapists (291123)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Radiation Therapists (291124)
10	1.6	0	0.0	20	3.2	4	0.6	0	0.0	Recreational Therapists (291125)
15	1.4	40	3.9	0	0.0	20	1.9	24	2.3	Respiratory Therapists (291126)
20	1.5	10	0.8	29	2.2	0	0.0	0	0.0	Speech-Language Pathologists (291127)
4	0.4	0	0.0	40	4.3	0	0.0	10	1.1	Therapists, All Other (291129)
15	1.7	29	3.3	0	0.0	8	0.9	0	0.0	Veterinarians (291131)
0	0.0	4	4.0	0	0.0	4	4.0	4	4.0	Health Diag. & Treating Pract., All Other (291199)
1,969	8.6	271	1.2	809	3.5	248	1.1	608	2.6	Health Technologists & Technicians (292000)
300	7.1	55	1.3	145	3.4	98	2.3	288	6.8	Clinical Lab Technologists & Techs. (292010)
25	1.2	0	0.0	35	1.6	0	0.0	30	1.4	Dental Hygienists (292021)
99	3.3	30	1.0	30	1.0	75	2.5	20	0.7	Diagnostic-Rel. Technologists & Techs. (292030)
0	0.0	8	0.7	0	0.0	14	1.2	10	0.9	Emergency Med. Techs & Paramedics (292041)
240	6.3	105	2.8	245	6.4	24	0.6	54	1.4	Health Diag & Treat. Pract. Supp. Techs. (292050)
1,125	17.6	50	0.8	200	3.1	14	0.2	172	2.7	Lic. Practical & Lic. Vocational Nurses (292061)
75	9.9	0	0.0	115	15.2	15	2.0	10	1.3	Medical Records & Health Info. Techs. (292071)
15	2.6	4	0.7	20	3.4	4	0.7	0	0.0	Opticians, Dispensing (292081)
90	9.5	19	2.0	19	2.0	4	0.4	24	2.5	Misc. Health Technologists & Techs. (292090)
90	7.8	14	1.2	20	1.7	0	0.0	39	3.4	Other Healthcare Pract. & Tech. Occs. (299000)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Designers (271020)	12,420	5,574	44.9	6,845	55.1	5,050	40.7	6,315	50.8	175	1.4
Entertainers & Perf., Sports & Rel. Wrks. (272000)	7,925	5,060	63.8	2,830	35.7	4,370	55.1	2,670	33.7	344	4.3
Actors (272011)	295	160	54.2	134	45.4	120	40.7	100	33.9	10	3.4
Producers & Directors (272012)	2,000	1,233	61.7	764	38.2	1,115	55.8	700	35.0	69	3.5
Athletes, Coaches, Umps, & Rel. Wrks (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	28.8	155	4.9
Dancers & Choreographers (272030)	155	50	32.3	98	63.2	50	32.3	90	58.1	0	0.0
Musicians, Singers, & Rel. Workers (272040)	2,045	1,258	61.5	778	38.0	1,095	53.5	760	37.2	85	4.2
Ent. & Perf., Sports & Rel. Wrks, All Other (272099)	240	124	51.7	108	45.0	75	31.3	100	41.7	25	10.4
Media & Communication Workers (273000)	11,555	5,576	48.3	5,957	51.6	5,070	43.9	5,195	45.0	159	1.4
Announcers (273010)	620	544	87.7	80	12.9	425	68.5	55	8.9	45	7.3
News Analysts, Reporters & Corresp. (273020)	1,250	750	60.0	500	40.0	720	57.6	430	34.4	20	1.6
Public Relations Specialists (273031)	1,850	653	35.3	1,184	64.0	590	31.9	1,105	59.7	20	1.1
Editors (273041)	3,185	1,420	44.6	1,762	55.3	1,330	41.8	1,605	50.4	10	0.3
Technical Writers (273042)	1,050	593	56.5	454	43.2	620	49.5	370	35.2	40	3.8
Writers & Authors (273043)	2,765	1,314	47.5	1,448	52.4	1,245	45.0	1,370	49.5	20	0.7
Misc. Media & Comm. Workers (273090)	835	302	36.2	529	63.4	240	28.7	260	31.1	4	0.5
Media & Comm. Equipment Workers (274000)	3,050	2,303	75.5	745	24.4	2,030	66.6	625	20.5	110	3.6
Photographers (274021)	1,590	1,104	69.4	485	30.5	970	61.0	405	25.5	30	1.9
TV, Video, & Motion Pict. Camera Oper. (274030)	390	305	78.2	90	23.1	285	73.1	60	15.4	0	0.0
BC & Sound Engrng, Techs, Etc. (2740XX)	1,070	894	83.6	170	15.9	775	72.4	160	15.0	80	7.5
Healthcare Practitioners & Tech. Occs. (290001)	85,625	21,547	25.2	64,047	74.8	18,134	21.2	55,190	64.5	856	1.0
Health Diag. & Treating Practitioners (291000)	61,470	16,694	27.2	44,782	72.9	14,139	23.0	39,460	64.2	531	0.9
Chiropractors (291011)	615	430	69.9	184	29.9	430	69.9	130	21.1	0	0.0
Dentists (291020)	2,380	2,065	87.5	294	12.5	1,890	80.1	190	8.1	80	3.4
Dietitians & Nutritionists (291031)	1,210	114	9.4	1,100	90.9	80	6.6	905	74.8	30	2.5
Optometrists (291041)	385	265	68.8	124	32.2	265	68.8	120	31.2	0	0.0
Pharmacists (291051)	2,420	1,294	53.5	1,130	46.7	1,265	52.3	1,035	42.8	4	0.2
Physicians & Surgeons (291060)	11,350	8,400	74.0	2,944	25.9	6,830	60.2	2,140	18.9	195	1.7
Physician Assistants (291071)	980	255	26.0	727	74.2	205	20.9	640	65.3	0	0.0
Podiatrists (291081)	160	149	93.1	15	9.4	145	90.6	15	9.4	0	0.0
Registered Nurses (291111)	33,335	2,113	6.3	31,220	93.7	1,660	5.0	27,610	82.8	135	0.4
Audiologists (291121)	180	20	11.1	160	88.9	20	11.1	160	88.9	0	0.0
Occupational Therapists (291122)	1,065	30	2.8	1,040	97.7	30	2.8	1,000	93.9	0	0.0
Physical Therapists (291123)	2,315	418	18.1	1,893	81.8	340	14.7	1,755	75.8	44	1.9
Radiation Therapists (291124)	210	35	16.7	175	83.3	35	16.7	175	83.3	0	0.0
Recreational Therapists (291125)	625	64	10.2	565	90.4	50	8.0	535	85.6	10	1.6
Respiratory Therapists (291126)	1,035	335	32.4	704	68.0	250	24.2	685	64.3	25	2.4
Speech-Language Pathologists (291127)	1,320	49	3.7	1,269	96.1	35	2.7	1,220	92.4	4	0.3
Therapists, All Other (291129)	930	234	25.2	694	74.6	230	24.7	640	68.8	4	0.4
Veterinarians (291131)	875	412	47.1	460	52.6	375	42.9	445	50.9	0	0.0
Health Diag. & Treating Pract., All Other (291199)	100	12	12.0	84	84.0	4	4.0	80	80.0	0	0.0
Health Technologists & Technicians (292000)	22,995	4,284	18.6	18,681	81.2	3,490	15.2	15,295	66.5	275	1.2
Clinical Lab Technologists & Techs. (292010)	4,205	878	20.9	3,318	78.9	670	15.9	2,585	61.5	55	1.3
Dental Hygienists (292021)	2,140	30	1.4	2,110	98.6	30	1.4	2,020	94.4	0	0.0
Diagnostic-Rel. Technologists & Techs. (292030)	3,010	640	21.3	2,369	78.7	500	16.6	2,220	73.8	35	1.2
Emergency Med. Techs & Paramedics (292041)	1,175	832	70.8	335	28.5	800	68.1	325	27.7	10	0.9
Health Diag & Treat. Pract. Supp. Techs. (292050)	3,800	704	18.5	3,094	81.4	505	13.3	2,555	67.2	70	1.8
Lic. Practical & Lic. Vocational Nurses (292061)	6,380	389	6.1	5,992	93.9	280	4.5	4,495	70.5	35	0.5
Medical Records & Health Info. Techs. (292071)	765	100	13.2	655	86.8	85	11.3	455	60.3	0	0.0
Opticians, Dispensing (292081)	585	358	61.2	225	38.5	330	56.4	190	32.5	20	3.4
Misc. Health Technologists & Techs. (292090)	945	353	37.4	583	61.7	280	29.6	450	47.6	50	5.3
Other Healthcare Pract. & Tech. Occs. (299000)	1,160	569	49.1	584	50.3	505	43.5	435	37.5	50	4.3

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
53	0.8	113	1.7	134	2.1	649	10.0	464	7.2	Physical Scientists (192000)
0	0.0	4	2.1	0	0.0	10	5.1	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.2	45	1.8	75	3.1	185	7.6	160	6.5	Chemists & Materials Scientists (192030)
0	0.0	4	0.5	10	1.3	19	2.6	0	0.0	Environ. Scientists & Geoscientists (192040)
49	1.6	60	2.0	49	1.6	435	14.5	304	10.1	Physical Scientists, All Other (192099)
80	1.3	44	0.7	79	1.3	108	1.8	131	2.1	Social Scientists & Related Workers (193000)
0	0.0	15	4.4	10	2.9	15	4.4	10	2.9	Economists (193011)
25	1.5	4	0.2	24	1.4	20	1.2	65	3.8	Market & Survey Researchers (193020)
55	1.6	25	0.7	45	1.3	65	1.9	48	1.4	Psychologists (193030)
0	0.0	0	0.0	0	0.0	4	1.4	4	1.4	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	1.0	4	1.0	Misc. Soc. Scientists, Incl. Sociologists (1930XX)
150	4.5	94	2.8	95	2.8	185	5.5	83	2.5	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	35	17.9	10	5.1	12	6.2	4	2.1	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	15	10.7	10	7.1	Biological Technicians (194021)
65	5.9	45	4.1	35	3.2	83	7.5	19	1.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
85	4.6	14	0.8	50	2.7	75	4.1	50	2.7	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
3,015	10.8	669	2.4	1,764	6.3	367	1.3	377	1.3	Community & Social Services Occs. (210001)
2,950	12.8	570	2.5	1,705	7.4	153	0.7	313	1.4	Counselors, Soc. Workers, & Others (211000)
960	11.1	175	2.0	400	4.6	70	0.8	79	0.9	Counselors (211010)
1,515	13.9	305	2.8	965	8.8	54	0.5	154	1.4	Social Workers (211020)
475	13.8	90	2.8	340	9.9	29	0.8	80	2.3	Misc. Comm. & Soc. Serv. Specialists (211090)
65	1.3	99	2.0	69	1.2	214	4.3	64	1.3	Religious Workers (212000)
35	1.0	85	2.4	14	0.4	174	4.8	30	0.8	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.1	Directors, Religious Activities & Educ. (212021)
30	2.0	14	1.4	45	4.3	40	3.9	30	2.9	Religious Workers, All Other (212099)
634	2.7	114	0.5	470	2.0	296	1.3	306	1.3	Legal Occupations (230001)
249	1.6	65	0.4	155	1.0	256	1.6	152	1.0	Lawyers, Judges, & Related Workers (231000)
205	1.4	65	0.4	145	1.0	242	1.7	138	0.9	Lawyers (231011)
44	4.6	0	0.0	10	1.0	14	1.5	14	1.5	Judges, Magistrates, & Other Jud. Wrks (231020)
385	4.0	49	0.6	315	4.0	40	0.6	154	2.0	Legal Support Workers (232000)
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)
4,218	3.8	1,184	1.1	3,719	3.4	1,344	1.2	2,286	2.1	Education, Training, & Library Occs. (250001)
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)
1,909	2.9	419	0.6	1,650	2.5	209	0.3	941	1.4	Primary, Sec. & Special Ed. Teachers (252000)
465	6.5	74	1.0	405	5.7	10	0.1	143	2.0	Preschool & Kindergarten Teachers (252010)
1,139	2.7	225	0.5	980	2.3	155	0.4	645	1.5	Elementary & Middle School Teachers (252020)
245	1.9	95	0.7	200	1.6	44	0.3	129	1.0	Secondary School Teachers (252030)
60	1.7	25	0.7	65	1.8	0	0.0	24	0.7	Special Education Teachers (252040)
385	4.2	130	1.4	225	2.5	114	1.2	235	2.6	Other Teachers & Instructors (253000)
150	2.9	50	1.0	94	1.8	98	1.9	173	3.4	Librarians, Curators, & Archvists (254000)
20	2.5	0	0.0	0	0.0	19	2.4	44	5.5	Archivists, Curators, & Museum Techs. (254010)
95	2.8	30	0.9	90	2.6	69	2.0	110	3.2	Librarians (254021)
35	3.9	20	2.2	4	0.4	10	1.1	19	2.1	Library Technicians (254031)
1,375	9.4	200	1.4	1,345	9.2	54	0.4	260	1.8	Other Educ., Training, & Library Occs. (259000)
1,345	9.7	175	1.3	1,345	9.7	44	0.3	260	1.9	Teacher Assistants (259041)
30	3.9	25	3.3	0	0.0	10	1.3	0	0.0	Other Educ., Training, & Library Wrks (2590XX)
480	1.3	712	1.9	709	1.9	562	1.6	510	1.3	Arts, Des., Entert., Sports, & Media Occs. (270001)
190	1.2	225	1.4	240	1.5	193	1.2	227	1.4	Art & Design Workers (271000)
30	0.9	45	1.3	35	1.0	24	0.7	62	1.8	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	6,465	4,242	65.6	2,215	34.3	3,460	53.5	1,564	24.2	20	0.3
Astronomers & Physicists (192010)	195	169	86.7	25	12.8	155	79.6	25	12.8	0	0.0
Atmospheric & Space Scientists (192021)	60	70	87.5	4	5.0	70	87.5	4	5.0	0	0.0
Chemists & Materials Scientists (192030)	2,445	1,605	65.8	844	34.5	1,375	56.2	605	24.7	0	0.0
Environ. Scientists & Geoscientists (192040)	745	573	76.9	165	22.1	550	73.8	155	20.8	0	0.0
Physical Scientists, All Other (192099)	3,000	1,825	60.8	1,177	39.2	1,310	43.7	775	25.8	20	0.7
Social Scientists & Related Workers (193000)	6,165	2,749	44.6	3,400	55.2	2,540	41.2	3,110	50.4	57	0.9
Economists (193011)	340	235	69.1	100	29.4	205	60.3	80	23.5	0	0.0
Market & Survey Researchers (193020)	1,705	813	47.7	889	52.1	785	46.0	775	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Urban & Regional Planners (193051)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Life, Physical, & Soc. Science Techs. (194000)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,165	34.4	94	2.8
Agric. & Food Science Technicians (194011)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Biological Technicians (194021)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Chemical Technicians (194031)	1,110	788	71.9	309	27.8	620	55.9	190	17.1	50	4.5
Geological & Petroleum Technicians (194041)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Misc. Life, Phy., & Soc. Sc. Techs. (1940XX)	1,850	804	43.5	1,040	56.2	675	36.5	855	48.2	40	2.2
Community & Social Services Occs. (210001)	27,880	8,600	30.9	18,178	65.0	7,190	25.7	13,020	48.6	1,574	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,655	50.2	1,329	5.8
Counselors (211010)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Social Workers (211020)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Misc. Comm. & Soc. Serv. Specialists (211090)	3,430	1,199	35.0	2,235	65.2	835	24.3	1,340	39.1	245	7.1
Religious Workers (212000)	4,980	3,328	66.8	1,653	33.2	2,770	55.8	1,465	29.4	245	4.9
Clergy (212011)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Directors, Religious Activities & Educ. (212021)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Religious Workers, All Other (212099)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,460	12,475	53.2	10,985	46.9	11,725	50.0	8,585	40.9	340	1.4
Lawyers, Judges, & Related Workers (231000)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Lawyers (231011)	14,810	10,702	73.3	3,908	26.7	10,170	69.8	3,420	23.4	225	1.5
Judges, Magistrates, & Other Jud. Wrks (231020)	965	519	53.8	443	45.9	480	49.7	376	38.9	25	2.6
Legal Support Workers (232000)	7,885	1,254	15.9	6,644	84.3	1,075	13.6	5,780	73.4	80	1.1
Paralegals & Legal Assistants (232011)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Miscellaneous Legal Support Workers (232090)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Education, Training, & Library Occs. (250001)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,660	64.7	1,454	1.3
Postsecondary Teachers (251000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Primary, Sec. & Special Ed. Teachers (252000)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,873	96.8	95	1.3	5,880	82.5	40	0.6
Elementary & Middle School Teachers (252020)	42,280	9,095	21.5	33,184	78.5	8,305	19.6	30,420	71.9	410	1.0
Secondary School Teachers (252030)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Special Education Teachers (252040)	3,665	495	13.9	3,064	86.9	430	12.1	2,915	81.8	40	1.1
Other Teachers & Instructors (253000)	9,155	2,933	32.0	6,215	67.9	2,530	27.8	5,370	58.7	159	1.7
Librarians, Curators, & Archivists (254000)	5,145	1,088	21.1	4,062	79.0	865	16.8	3,845	70.8	75	1.5
Archivists, Curators, & Museum Techs. (254010)	805	369	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Librarians (254021)	3,445	474	13.8	2,970	86.2	375	10.9	2,675	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	535	59.8	40	4.5
Other Educ., Training, & Library Occs. (259000)	14,645	1,374	9.4	13,260	90.5	945	6.6	10,280	70.2	175	1.2
Teacher Assistants (259041)	13,885	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Other Educ., Training, & Library Wrks (2590XX)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Arts, Des., Entert., Sports, & Media Occs. (270001)	38,310	20,177	52.7	18,059	47.1	18,080	47.2	16,360	42.7	823	2.1
Art & Design Workers (271000)	15,780	7,238	45.9	8,527	54.0	6,810	41.9	7,870	49.9	210	1.3
Artists & Related Workers (271010)	3,360	1,664	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Statewide

Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
76,358	4.3	70,774	4.0	63,632	3.6	40,619	2.3	33,675	1.9	Total Civilian Labor Force
6,910	2.6	4,448	1.6	3,678	1.4	5,416	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)
3,173	1.8	3,278	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	50	0.2	463	2.2	69	0.3	Chief Executives (111011)
200	1.6	290	2.3	65	0.5	259	2.1	64	0.5	General & Operations Mgrs. (111021)
30	8.7	0	0.0	20	5.8	14	4.1	0	0.0	Legislators (111031)
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)
285	1.3	260	1.2	215	1.0	389	1.8	350	1.7	Marketing & Sales Mgrs. (112020)
45	4.6	8	0.8	4	0.4	0	0.0	4	0.4	Public Relations Mgrs. (112031)
910	2.1	875	2.1	528	1.2	787	1.9	655	1.5	Operations Specialties Mgrs. (113000)
0	0.0	35	2.1	34	2.1	20	1.2	25	1.5	Administrative Services Mgrs. (113011)
70	1.2	85	1.4	19	0.3	185	3.1	54	0.9	Computer & Info. Systems Mgrs. (113021)
480	2.6	315	1.7	230	1.2	379	2.0	308	1.6	Financial Managers (113031)
215	3.5	140	2.3	120	2.0	80	1.3	93	1.5	Human Resources Mgrs. (113040)
45	1.0	140	3.0	45	1.0	64	1.4	85	1.8	Industrial Production Mgrs. (113051)
75	2.6	45	1.5	65	2.2	15	0.6	90	3.0	Purchasing Managers (113061)
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)
1,639	2.2	1,544	2.1	984	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)
0	0.0	65	8.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
395	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)
0	0.0	85	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)
0	0.0	10	3.8	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.9	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Wholesale & Ref. Buyers, Exc. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Wholesale, Ret., Etc. (131023)
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)
35	2.4	45	3.1	25	1.7	19	1.3	70	4.8	Compliance Officers, Exc. Agrt., Etc. (131041)
0	0.0	10	0.8	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
860	6.7	160	1.2	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Legislators (131081)
325	2.7	180	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)
185	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)
1,639	3.4	617	1.3	846	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)
985	3.5	335	1.2	485	1.7	404	1.4	819	2.9	Accountants & Auditors (132011)
10	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

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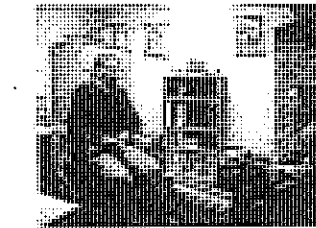
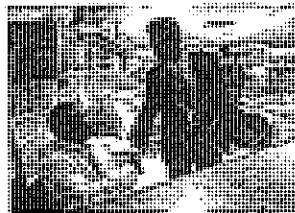
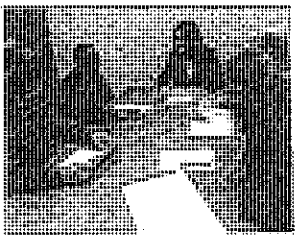
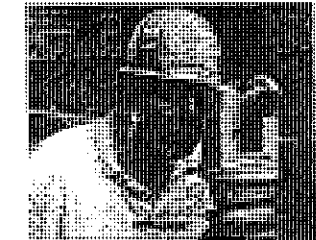
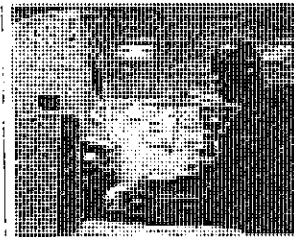
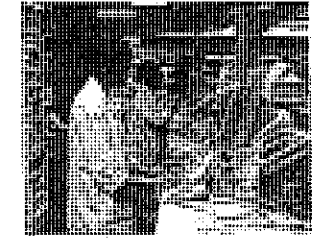
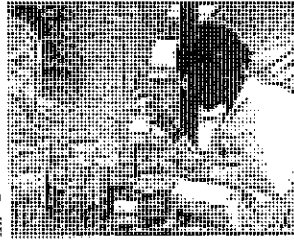
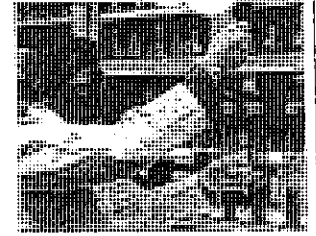
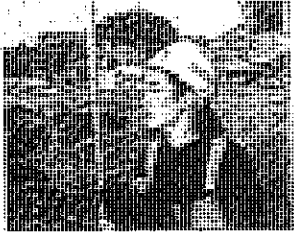
Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
<i>Total Civilian Labor Force</i>	<i>1,757,139</i>	<i>918,028</i>	<i>52.2</i>	<i>838,344</i>	<i>47.7</i>	<i>744,504</i>	<i>42.4</i>	<i>664,879</i>	<i>37.8</i>	<i>62,231</i>	<i>3.5</i>
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,876	159,068	59.0	110,547	41.0	144,195	53.5	98,010	35.6	6,010	1.9
<i>Management Occupations (110001)</i>	<i>176,185</i>	<i>112,949</i>	<i>64.5</i>	<i>62,224</i>	<i>35.5</i>	<i>102,780</i>	<i>58.7</i>	<i>55,135</i>	<i>31.5</i>	<i>3,058</i>	<i>1.7</i>
Top Executives (111000)	34,085	27,181	70.7	8,908	20.3	25,440	74.6	8,360	18.7	430	1.3
Chief Executives (111011)	21,345	17,743	83.1	3,604	16.9	16,790	78.7	3,435	16.1	205	1.0
General & Operations Mgrs. (111021)	12,395	9,224	74.4	3,169	25.6	8,450	68.2	2,840	22.9	225	1.8
Legislators (111031)	345	214	82.0	135	39.1	200	58.0	85	24.6	0	0.0
Advert., Marketing, Promo., Pub. Rel. (112000)	23,610	13,866	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs. (112011)	1,495	659	44.1	832	55.7	620	41.5	820	54.8	10	0.7
Marketing & Sales Mgrs. (112020)	21,120	12,774	60.5	8,345	39.5	11,780	55.8	7,495	35.6	335	1.6
Public Relations Mgrs. (112031)	995	433	43.5	558	56.1	410	41.2	505	50.8	15	1.6
Operations Specialties Mgrs. (113000)	42,525	25,851	60.8	16,668	39.2	23,445	55.1	14,575	34.3	744	1.7
Administrative Services Mgrs. (113011)	1,635	1,040	63.6	594	36.3	965	59.0	535	32.7	20	1.2
Computer & Info. Systems Mgrs. (113021)	6,010	4,245	70.8	1,763	29.3	3,855	64.1	1,620	27.0	120	2.0
Financial Managers (113031)	18,790	10,818	58.5	8,183	43.4	9,705	51.6	7,145	38.0	219	1.2
Human Resources Mgrs. (113040)	6,100	2,630	43.1	3,473	56.9	2,170	35.6	3,045	49.9	240	3.9
Industrial Production Mgrs. (113051)	4,675	3,684	78.8	990	21.2	3,415	73.0	815	17.4	65	1.4
Purchasing Managers (113061)	2,955	1,680	56.9	1,275	43.1	1,600	54.1	1,045	35.4	20	0.7
Transp., Storage, & Dist. Mgrs. (113071)	2,360	1,954	82.8	410	17.4	1,735	73.5	370	15.7	60	2.5
Other Management Occupations (119000)	74,985	46,051	61.4	28,913	38.6	41,075	54.8	25,380	33.9	1,524	2.0
Farm, Ranch, & Other Agric. Mgrs. (119011)	976	879	89.8	300	30.8	645	55.9	280	28.7	35	0.0
Farmers & Ranchers (119012)	1,265	995	78.7	275	21.7	985	77.9	265	20.9	0	0.0
Construction Managers (119021)	7,480	7,083	94.7	398	5.3	6,720	89.8	360	4.8	99	1.3
Education Administrators (119030)	9,935	4,158	41.9	5,779	58.2	3,695	37.2	5,060	50.9	285	2.7
Engineering Managers (119041)	2,360	2,214	93.8	145	6.1	2,000	84.7	145	6.1	40	1.7
Food Service Managers (119051)	7,820	4,873	62.3	2,944	37.8	3,835	49.0	2,530	32.4	160	2.0
Funeral Directors (119061)	580	509	87.8	70	12.1	455	78.4	70	12.1	35	6.0
Gaming Managers (119071)	385	228	59.2	154	40.0	220	57.1	135	35.1	6	0.0
Lodging Managers (119081)	865	454	52.5	410	47.4	340	39.3	325	37.6	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,358	70.3	1,650	26.6	3,905	63.0	60	1.0
Natural Sciences Managers (119121)	360	250	69.4	110	30.8	200	55.6	100	27.8	0	0.0
Postmasters & Mail Superintendents (119131)	275	175	63.6	105	38.2	165	60.0	95	34.5	0	0.0
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,475	2,675	59.8	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,550	1,109	31.2	2,438	68.7	880	24.8	2,015	56.8	190	5.4
Managers, All Other (119199)	28,440	18,815	66.2	9,629	33.9	16,975	59.7	8,485	29.8	495	1.7
<i>Business & Financial Oper. Occs. (130001)</i>	<i>94,490</i>	<i>46,119</i>	<i>48.8</i>	<i>48,323</i>	<i>51.1</i>	<i>41,415</i>	<i>43.8</i>	<i>40,876</i>	<i>43.3</i>	<i>1,052</i>	<i>2.1</i>
Business Operations Specialists (131000)	45,645	20,718	45.4	24,907	54.6	18,410	40.3	21,076	48.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Wholesale & Retail Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,390	49.6	40	1.4
Purch. Agts, Exc. Wholesale, Retail, Etc. (131023)	4,015	1,887	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	8,276	2,134	25.8	4,134	50.0	1,865	22.7	3,405	41.3	175	2.1
Compliance Officers, Exc. Agric., Etc. (131041)	1,445	724	50.1	720	50.0	590	40.8	690	48.0	70	4.8
Cost Estimators (131051)	1,205	1,074	89.1	130	10.8	1,060	88.0	110	9.1	0	0.0
Human Res., Training, & Labor Rel. Spec. (131070)	12,900	4,408	34.2	8,500	65.9	3,825	29.7	6,970	54.0	270	2.1
Logisticians (131081)	450	267	59.3	172	38.2	255	56.7	150	33.3	4	0.9
Management Analysts (131111)	12,235	7,304	59.7	4,933	40.3	6,540	53.5	4,375	35.8	144	1.2
Meeting & Convention Planners (131121)	705	115	16.3	594	84.3	80	11.3	635	75.9	35	5.0
Other Business Operations Specialists (1311XX)	3,075	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,985	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	660	39.7	40	2.8

Connecticut Labor Force Data for Affirmative Action Plans

1st Quarter - 2015

*"All of us do not have equal talent, but all of us should have an equal opportunity to develop our talents."
John F. Kennedy*



CT DOL Unemployment Statistics for Affirmative Action Plans 1st Quarter 2015

LMAName	SOC_Title	SOCCode_5	Total	Total male	Total female	White male	White female	Black male	Black female	Hispanic male	Hispanic female	Other male	Other female
Connecticut	Management Occupations	11	3162	1828	1334	1363	895	148	190	150	138	167	111
Connecticut	Postsecondary Teachers	25.10	143	45	98	19	35	16	30	6	26	4	7
Connecticut	Other Education, Training, & Library Occupations	25.90	384	86	298	33	109	31	85	13	70	9	34
Connecticut	Entertainers & Performers, Sports & Related Workers	27.20	160	100	60	69	26	11	16	10	7	10	11
Hartford-West Hartford-East Hartford LMA	Financial Specialists	13.20	191	87	104	49	69	10	17	7	12	21	6
Hartford-West Hartford-East Hartford LMA	Other Education, Training, & Library Occupations	25.90	87	22	65	6	19	13	17	1	21	2	8
Hartford-West Hartford-East Hartford LMA	Protective Service Occupations	33	166	116	50	50	10	32	27	25	8	9	5
Hartford-West Hartford-East Hartford LMA	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	41	33	8	14	7	7	1	9	0	3	0
Hartford-West Hartford-East Hartford LMA	Building Cleaning & Pest Control Workers	37.20	248	124	124	32	23	39	24	44	69	9	8
Hartford-West Hartford-East Hartford LMA	Secretaries & Administrative Assistants	43.60	271	8	263	3	140	3	55	2	44	0	24
Hartford-West Hartford-East Hartford LMA	Other Office & Administrative Support Workers	43.90	487	97	390	43	156	25	126	9	71	20	37
Hartford-West Hartford-East Hartford LMA	Construction Trades Workers	47.20	1538	1507	31	943	15	193	7	246	8	125	1

EEO Residence Data Results for Total US

Number of People

Geography	Occupation Census/SOC Code	Sex	Total	White non- Hispanic	Hispanic	Black non- Hispanic	AIAN non- Hispanic	Asian non- Hispanic	Native Hispanic	Black & White	AIAN & White	AIAN & Black	Asian & White	Balance 2+ Races,
US Total	Education Administrators (023) SOC 11-9030	Total	703600	551040	41355	83740	4820	14565	680	650	1990	625	1075	3560
		Male	276750	225340	14305	26575	1675	3875	205	170	690	170	350	1395
		Female	426850	325700	27050	57165	2645	8690	475	480	1300	455	725	2165

Source: US Census Bureau, Census 2000 special tabulation

US Total 119030

Total
695700

TM
273975

TF
421725

WM
225340

WF
325700

BM
26575

BF
57165

HM
14305

HF
27050

OM
7755

OF
11810

DIGEST OF EDUCATION STATISTICS

FALL 2011

TABLE 204: FULL-TIME INSTRUCTIONAL FACULTY IN DEGREE-GRANTING INSTITUTIONS
 315.20 BY RACE/ETHNICITY, SEX AND ACADEMIC RANK

STAFF	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
PROFESSOR	177,266	125,463	51,803	106,039	44,295	3,984	2,533	3,499	1,681	11,941	3,294
		70.8%	29.2%	59.8%	25.0%	2.2%	1.4%	2.0%	0.9%	6.7%	1.9%
ASSOCIATE PROFESSOR	149,215	85,875	63,340	68,447	50,924	4,373	4,322	3,437	2,706	9,618	5,388
		57.6%	42.4%	45.9%	34.1%	2.9%	2.9%	2.3%	1.8%	6.4%	3.6%
ASSISTANT PROFESSOR	156,959	77,958	79,001	58,531	59,483	4,458	6,536	3,692	3,736	11,277	9,246
		49.7%	50.3%	37.3%	37.9%	2.8%	4.2%	2.4%	2.4%	7.2%	5.9%
INSTRUCTORS	102,998	45,271	57,727	35,870	44,833	3,136	5,464	3,133	3,773	3,132	3,657
		44.0%	56.0%	34.8%	43.5%	3.0%	5.3%	3.0%	3.7%	3.0%	3.6%
LECTURER	31,875	14,381	17,494	11,720	14,103	751	937	753	1,020	1,157	1,434
		45.1%	54.9%	36.8%	44.2%	2.4%	2.9%	2.4%	3.2%	3.6%	4.5%
OTHER FACULTY	88,772	44,664	44,108	35,194	34,250	1,958	3,197	1,831	2,070	5,681	4,591
		50.3%	49.7%	39.6%	38.6%	2.2%	3.6%	2.1%	2.3%	6.4%	5.2%

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2011 Integrated Postsecondary Education Data System (IPEDS), Winter 2011-12. (This data in this table was prepared July 2012.)

Other faculty	44,149	31,113	8,126	20.7	3,048	1,615	3,250	---	---	213	---	1,308	3,602
2011													
Total	761,619	563,689	147,517	20.7	41,649	31,331	66,887	65,438	1,449	3,529	4,121	17,000	33,413
Professors	181,508	150,334	27,588	15.5	6,517	5,180	14,646	14,425	221	589	656	2,202	1,384
Associate professors	155,200	119,371	30,648	20.4	8,695	6,143	14,409	14,129	280	597	804	2,477	2,704
Assistant professors	174,045	118,014	39,988	25.3	10,994	7,428	19,822	19,443	379	701	1,043	4,926	11,117
Instructors	109,054	80,703	23,160	22.3	8,600	6,906	5,808	5,449	359	981	865	3,263	1,928
Lecturers	34,477	25,823	6,262	19.5	1,688	1,773	2,456	2,421	35	135	210	849	1,543
Other faculty	107,335	69,444	19,871	22.2	5,155	3,901	9,746	9,571	175	526	543	3,283	14,737
Males	426,982	315,801	79,805	20.2	18,660	16,345	41,057	40,357	700	1,749	1,994	9,602	21,774
Professors	128,648	106,039	19,841	15.8	3,984	3,499	11,579	11,420	159	362	417	1,643	1,125
Associate professors	89,741	68,447	17,865	20.7	4,373	3,437	9,305	9,142	163	313	437	1,574	1,855
Assistant professors	88,168	58,531	19,881	25.4	4,458	3,692	10,974	10,820	154	303	454	2,693	7,063
Instructors	48,130	35,870	9,749	21.4	3,136	3,133	2,669	2,526	143	463	348	1,487	1,024
Lecturers	15,689	11,720	2,740	18.9	751	753	1,110	1,090	20	47	79	410	819
Other faculty	56,606	35,194	9,729	21.7	1,958	1,831	5,420	5,359	61	261	259	1,795	9,888
Females	334,637	247,888	67,712	21.5	22,989	14,986	25,830	25,081	749	1,780	2,127	7,398	11,639
Professors	52,860	44,295	7,747	14.9	2,533	1,681	3,067	3,005	62	227	239	559	259
Associate professors	65,459	50,924	12,783	20.1	4,322	2,706	5,104	4,987	117	284	367	903	849
Assistant professors	85,877	59,483	20,107	25.3	6,536	3,736	8,848	8,623	225	398	589	2,233	4,054
Instructors	60,924	44,833	13,411	23.0	5,464	3,773	3,139	2,923	216	518	517	1,776	904
Lecturers	18,788	14,103	3,522	20.0	937	1,020	1,346	1,331	15	88	131	439	724
Other faculty	50,729	34,250	10,142	22.8	3,197	2,070	4,326	4,212	114	265	284	1,488	4,849

---Not available.

\1\Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

\2\Race/ethnicity not collected.

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. Race categories exclude persons of Hispanic ethnicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2007-08, Winter 2009-10, and Winter 2011-12, Human Resources component, Fall Staff section. (This table was prepared July 2012.)

Table 1. Employees in degree-granting institutions, by race/ethnicity, sex, employment status, control and level of institution and primary occupation:
 Fall 2011

Sex, employment status, control and level of institution, and primary occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Executive*/ /Administrative /Managerial	231490	106004	125486	87761	98623	8572	13923	5198	7618	4473	5322
Faculty (Instruction, research & public service)	1399677	721610	678067	585856	538889	43797	61495	33028	32243	58929	45440
Professional Staff	2618313	1233693	1384620	988566	1069310	84620	138788	62069	77952	98438	98570
Other Professionals	755100	291037	464063	224265	343049	26900	54985	17363	30543	22509	35486
Nonprofessional Staff	881036	336844	544192	222225	361876	57036	95619	39632	59177	17951	27520

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter-2011-12, Human Resources component, Fall Staff section. (This table was prepared July 2012).

Table 287. Employees in degree-granting institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2011

Sex, employment status, control and level of institution, and primary occupation	Total	White	Minority							Two or more races	Race/ethnicity unknown	Non-resident alien
			Total	Per-cent\1\	Black	Hispanic	Asian	Pacific Islander	American Indian/Alaska Native			
	2	3	4	5	6	7	8	9	10	11	12	13
All institutions	3,840,980	2,641,977	886,588	25.1	376,063	238,830	213,807	7,864	20,808	29,216	144,366	168,049
Professional staff	2,923,961	2,057,876	582,639	22.1	223,408	140,021	177,622	5,572	13,814	22,202	122,456	160,990
Executive/administrative/managerial faculty (instruction/research/public service)	238,718	186,384	46,633	20.0	22,495	12,816	8,217	351	1,227	1,527	4,717	984
Graduate assistants	1,523,615	1,124,745	284,394	20.2	105,292	65,271	94,065	3,069	7,235	9,462	71,823	42,653
Other professional	355,916	179,433	56,936	24.1	13,736	14,028	23,107	549	1,193	4,323	23,074	96,473
Nonprofessional staff	805,712	567,314	194,676	25.5	81,885	47,906	52,233	1,603	4,159	6,890	22,842	20,880
Males	917,019	584,101	303,949	34.2	152,655	98,809	36,185	2,292	6,994	7,014	21,910	7,059
Professional staff	1,754,713	1,210,791	371,721	23.5	141,656	101,701	104,131	3,411	8,847	11,975	70,554	101,647
Executive/administrative/managerial faculty (instruction/research/public service)	1,402,698	988,566	254,665	20.5	84,620	62,069	89,903	2,495	6,040	9,538	61,017	98,450
Graduate assistants	109,374	87,761	18,849	17.7	8,572	5,198	3,783	167	523	606	2,224	540
Other professional	789,197	585,856	140,179	19.3	43,797	33,028	54,076	1,393	3,460	4,425	36,475	26,687
Nonprofessional staff	188,468	90,684	26,335	22.5	5,351	6,480	11,721	277	529	1,977	12,238	59,211
Females	315,659	224,265	69,302	23.6	26,900	17,363	20,323	658	1,528	2,530	10,080	12,012
Professional staff	352,015	222,225	117,056	34.5	57,036	39,632	14,228	916	2,807	2,437	9,537	3,197
Executive/administrative/managerial faculty (instruction/research/public service)	2,086,267	1,431,186	514,867	26.5	234,407	137,129	109,676	4,453	11,961	17,241	73,812	66,402
Graduate assistants	1,521,263	1,069,310	327,974	23.5	138,788	77,952	87,719	3,077	7,774	12,664	61,439	62,540
Other professional	129,344	98,623	27,784	22.0	13,923	7,618	4,434	184	704	921	2,493	444
Nonprofessional staff	734,418	538,889	144,215	21.1	61,495	32,243	39,989	1,676	3,775	5,037	35,348	15,966
Full-time	167,448	88,749	30,601	25.6	8,385	7,548	11,386	272	664	2,346	10,836	37,262
Professional staff	490,053	343,049	125,374	26.8	54,985	30,543	31,910	945	2,631	4,360	12,762	8,868
Executive/administrative/managerial faculty (instruction/research/public service)	565,004	361,876	186,893	34.1	95,619	59,177	21,957	1,376	4,187	4,577	12,373	3,862
Graduate assistants	2,435,533	1,708,829	616,778	26.5	265,974	166,970	148,225	4,753	14,110	16,746	52,917	57,009
Other professional	1,693,088	1,235,717	366,583	22.9	137,245	86,565	119,613	3,183	8,383	11,594	38,489	52,299
Nonprofessional staff	231,602	180,522	45,645	20.2	22,124	12,577	7,922	339	1,199	1,484	4,536	899
Full-time	761,619	563,689	147,517	20.7	41,649	31,331	65,438	1,449	3,529	4,121	17,000	33,413
Professional staff	699,867	491,506	173,421	26.1	73,472	42,657	46,253	1,395	3,655	5,989	16,953	17,987
Executive/administrative/managerial faculty (instruction/research/public service)	742,445	473,112	250,195	34.6	128,729	80,405	28,612	1,570	5,727	5,152	14,428	4,710
Graduate assistants												
Other professional												
Nonprofessional staff												



DIGEST of EDUCATION STATISTICS

2013 Tables and Figures

All Years of Tables and Figures

Most Recent Full Issue of the Digest

Table 324.20. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2011-12

Year and sex	Number of degrees conferred ¹ to U.S. citizens and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Total															
1976-77 ²	91,218	79,932	3,575	1,533	1,674	240	—	4,264	100.0	91.9	4.1	1.8	1.9	0.3	—
1980-81 ³	97,281	84,200	3,893	1,924	2,267	312	—	4,685	100.0	90.9	4.2	2.1	2.4	0.3	—
1990-91	105,547	81,791	4,429	3,210	5,120	356	—	10,641	100.0	86.2	4.7	3.4	5.4	0.4	—
1995-96	115,507	82,641	6,153	4,361	8,979	607	—	12,766	100.0	80.4	6.0	4.2	8.7	0.6	—
1996-97	118,747	84,244	6,694	4,615	9,730	675	—	12,789	100.0	79.5	6.3	4.4	9.2	0.6	—
1997-98	118,735	83,690	7,018	4,705	9,814	732	—	12,776	100.0	79.0	6.6	4.4	9.3	0.7	—
1998-99	116,700	82,066	7,004	4,959	10,025	774	—	11,872	100.0	78.3	6.7	4.7	9.6	0.7	—
1999-2000	118,736	82,984	7,078	5,042	10,682	708	—	12,242	100.0	77.9	6.6	4.7	10.0	0.7	—
2000-01	119,585	82,321	7,035	5,204	11,587	705	—	12,733	100.0	77.0	6.6	4.9	10.8	0.7	—
2001-02	119,663	81,995	7,570	5,267	11,633	753	—	12,445	100.0	76.5	7.1	4.9	10.8	0.7	—
2002-03	121,579	82,549	7,537	5,503	12,008	759	—	13,223	100.0	76.2	7.0	5.1	11.1	0.7	—
2003-04	126,087	84,695	8,089	5,795	12,371	771	—	14,366	100.0	75.8	7.2	5.2	11.1	0.7	—
2004-05	134,387	89,763	8,527	6,115	13,176	788	—	16,018	100.0	75.8	7.2	5.2	11.1	0.7	—
2005-06	138,056	91,050	8,523	6,202	13,686	929	—	17,666	100.0	75.6	7.1	5.2	11.4	0.8	—
2006-07	144,690	94,248	9,377	6,593	14,924	918	—	18,630	100.0	74.8	7.4	5.2	11.8	0.7	—
2007-08	149,378	97,839	9,463	6,949	15,203	932	—	18,992	100.0	75.0	7.3	5.3	11.7	0.7	—
2008-09	154,425	101,303	10,183	7,490	15,809	978	—	18,662	100.0	74.6	7.5	5.5	11.6	0.7	—
2009-10	158,558	104,426	10,417	8,085	16,625	952	—	18,053	100.0	74.3	7.4	5.8	11.8	0.7	—
2010-11	163,765	105,932	10,925	8,650	17,078	947	1,271	18,962	100.0	73.2	7.5	6.0	11.8	0.7	0.9
2011-12	170,062	109,270	11,740	9,215	17,893	913	1,569	19,462	100.0	72.6	7.8	6.1	11.9	0.6	1.0
Males															
1976-77 ²	71,709	62,977	2,338	1,216	1,311	182	—	3,685	100.0	92.6	3.4	1.8	1.9	0.3	—
1980-81 ³	68,853	59,574	2,206	1,338	1,589	223	—	3,923	100.0	91.8	3.4	2.1	2.4	0.3	—
1990-91	64,242	48,812	1,991	1,835	3,038	196	—	8,370	100.0	87.4	3.6	3.3	5.4	0.4	—
1995-96	67,189	47,420	2,526	2,364	4,987	328	—	9,564	100.0	82.3	4.4	4.1	8.7	0.6	—
1996-97	68,387	48,113	2,704	2,481	5,334	368	—	9,387	100.0	81.5	4.6	4.2	9.0	0.6	—
1997-98	67,232	47,189	2,808	2,525	5,171	364	—	9,175	100.0	81.3	4.8	4.3	8.9	0.6	—
1998-99	65,340	45,802	2,793	2,533	5,382	402	—	8,428	100.0	80.5	4.9	4.5	9.5	0.7	—
1999-2000	64,930	45,308	2,762	2,602	5,467	333	—	8,458	100.0	80.2	4.9	4.6	9.7	0.6	—
2000-01	64,171	44,131	2,655	2,564	5,759	346	—	8,716	100.0	79.6	4.8	4.6	10.4	0.6	—
2001-02	62,731	43,014	2,821	2,586	5,645	357	—	8,308	100.0	79.0	5.2	4.8	10.4	0.7	—
2002-03	62,730	42,569	2,735	2,671	5,683	358	—	8,714	100.0	78.8	5.1	4.9	10.5	0.7	—
2003-04	63,981	43,014	2,888	2,731	5,620	357	—	9,371	100.0	78.8	5.3	5.0	10.3	0.7	—
2004-05	67,257	44,749	2,904	2,863	5,913	370	—	10,458	100.0	78.8	5.1	5.0	10.4	0.7	—
2005-06	68,912	45,476	2,949	2,850	5,977	429	—	11,231	100.0	78.8	5.1	4.9	10.4	0.7	—
2006-07	71,308	46,228	3,225	3,049	6,597	421	—	11,788	100.0	77.7	5.4	5.1	11.1	0.7	—
2007-08	73,453	48,203	3,296	3,146	6,535	447	—	11,826	100.0	78.2	5.3	5.1	10.6	0.7	—
2008-09	75,639	49,861	3,528	3,385	6,904	460	—	11,501	100.0	77.7	5.5	5.3	10.8	0.7	—
2009-10	76,605	50,705	3,622	3,641	7,230	430	—	10,977	100.0	77.3	5.5	5.5	11.0	0.7	—
2010-11	79,654	51,666	3,836	3,985	7,545	454	571	11,597	100.0	75.9	5.6	5.9	11.1	0.7	0.8
2011-12	82,611	53,444	4,108	4,215	7,792	418	701	11,933	100.0	75.6	5.8	6.0	11.0	0.6	1.0
Females															
1976-77 ²	19,509	16,955	1,237	317	363	58	—	579	100.0	89.6	6.5	1.7	1.9	0.3	—
1980-81 ³	28,428	24,626	1,687	586	678	89	—	762	100.0	89.0	6.1	2.1	2.5	0.3	—
1990-91	41,305	32,979	2,438	1,375	2,082	160	—	2,271	100.0	84.5	6.2	3.5	5.3	0.4	—
1995-96	48,318	35,221	3,627	1,997	3,992	279	—	3,202	100.0	78.1	8.0	4.4	8.8	0.6	—
1996-97	50,360	36,131	3,990	2,134	4,396	307	—	3,402	100.0	76.9	8.5	4.5	9.4	0.7	—

Year and sex	Number of degrees conferred ¹ to U.S. citizens and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/ Alaska Native	Two or more races
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1997-98	51,503	36,501	4,210	2,180	4,643	368	—	3,601	100.0	76.2	8.8	4.6	9.7	0.8	—
1998-99	51,360	36,264	4,211	2,426	4,643	372	—	3,444	100.0	75.7	8.8	5.1	9.7	0.8	—
1999-2000	53,806	37,676	4,316	2,440	5,215	375	—	3,784	100.0	75.3	8.6	4.9	10.4	0.7	—
2000-01	55,414	38,190	4,380	2,640	5,828	359	—	4,017	100.0	74.3	8.5	5.1	11.3	0.7	—
2001-02	56,932	38,981	4,749	2,681	5,988	396	—	4,137	100.0	73.8	9.0	5.1	11.3	0.8	—
2002-03	58,849	39,980	4,802	2,832	6,325	401	—	4,509	100.0	73.6	8.8	5.2	11.6	0.7	—
2003-04	62,106	41,681	5,201	3,064	6,751	414	—	4,995	100.0	73.0	9.1	5.4	11.8	0.7	—
2004-05	67,130	45,014	5,623	3,252	7,263	418	—	5,560	100.0	73.1	9.1	5.3	11.8	0.7	—
2005-06	69,144	45,574	5,574	3,352	7,709	500	—	6,435	100.0	72.7	8.9	5.3	12.3	0.8	—
2006-07	73,382	48,020	6,152	3,544	8,327	497	—	6,842	100.0	72.2	9.2	5.3	12.5	0.7	—
2007-08	75,925	49,636	6,167	3,803	8,668	485	—	7,166	100.0	72.2	9.0	5.5	12.6	0.7	—
2008-09	78,786	51,442	6,655	4,105	8,905	518	—	7,161	100.0	71.8	9.3	5.7	12.4	0.7	—
2009-10	81,953	53,721	6,795	4,444	9,395	522	—	7,076	100.0	71.7	9.1	5.9	12.5	0.7	—
2010-11	84,111	54,266	7,089	4,665	9,533	493	700	7,365	100.0	70.7	9.2	6.1	12.4	0.6	0.9
2011-12	87,451	55,826	7,632	5,000	10,101	495	868	7,529	100.0	69.9	9.5	6.3	12.6	0.6	1.1

— Not available.

¹ Includes Ph.D., Ed.D., and comparable degrees at the doctoral level, as well as such degrees as M.D., D.D.S., and law degrees that were formerly classified as first-professional degrees.

² Excludes 600 males and 12 females whose racial/ethnic group was not available.

³ Excludes 714 males and 21 females whose racial/ethnic group was not available.

NOTE: Data through 1990-91 are for institutions of higher education, while later data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of degree, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1978-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:90-99); and IPEDS Fall 2000 through Fall 2012, Completions component. (This table was prepared July 2013.)

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U.S. Department of Education

CAA Coaching Data

EAD COACHES	Total	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Baseball Mens	296	296	0	267	0	15	0	11	0	3	0
Basketball Mens	348	348	0	247	0	96	0	3	0	2	0
Basketball Womens	343	141	202	118	149	21	49	1	2	1	2
Cross County Mens	311	273	38	217	29	47	8	8	1	1	0
Football Mens	250	250	0	206	0	39	0	1	0	4	0
Golf Mens	297	293	4	277	3	12	1	0	0	4	0
Golf Womens	254	109	145	99	136	8	0	0	2	2	7
Hacrosse Women's	100	12	88	11	84	0	3	0	0	1	1
Hockey Mens	189	189	0	170	0	8	0	10	0	1	0
Hockey Womens	318	231	87	206	80	11	4	5	1	9	2
Softball Womens	291	102	189	91	169	8	10	2	4	1	6
Swimming Womens	205	175	30	167	30	1	0	3	0	4	0
Tack Indoor Mens	262	239	23	176	13	58	10	3	0	2	0
Tack Indoor Womens	320	258	62	194	33	54	29	4	0	6	0
Tack outdoor Mens	284	257	27	190	17	59	10	5	0	3	0
Tack outdoor Womens	331	264	67	200	36	52	30	7	0	5	1
Volleyball Womens	326	186	140	156	107	7	26	8	2	15	5
ASSISTANT COACHES											
Baseball Mens	768	754	14	679	14	24	0	39	0	12	0
Basketball Mens	1,076	1,065	11	555	5	486	6	11	0	13	0
Basketball Womens	1,016	352	664	211	348	129	296	4	10	8	10
Cross County Mens	502	363	139	277	105	67	29	9	1	10	4
Football Mens	2,791	2,747	44	1788	39	843	5	30	0	86	0
Golf Mens	214	195	19	184	17	4	2	0	0	7	0
Golf Womens	195	80	115	74	103	3	1	1	2	2	9
Hacrosse Women's	188	19	169	17	161	1	2	0	1	1	5
Hockey Mens	408	404	4	336	3	19	0	34	0	15	1
Hockey Womens	605	300	305	258	274	14	10	16	13	12	8
Softball Womens	587	156	431	136	371	14	17	3	19	3	24
Swimming Womens	495	311	184	281	166	8	4	7	1	15	13
Tack Indoor Mens	1,013	779	234	568	139	179	86	12	1	20	8
Tack Indoor Womens	1,179	865	314	612	193	214	111	14	2	25	8
Tack outdoor Mens	1,082	837	245	602	147	195	87	15	2	25	9
Tack outdoor Womens	1,187	869	318	617	194	212	112	17	2	23	10
Volleyball Womens	626	300	326	249	265	11	36	6	8	34	17
Total	18,657	14,019	4,638	10,436	3,430	2,919	984	289	74	375	150
Percentage	100.0%	75.1%	24.9%	55.9%	18.4%	15.6%	5.3%	1.5%	0.4%	2.0%	0.8%



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Head Coaches

2013 - 2014 Division I All Conferences Figures

Men's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Baseball	267	0	15	0	0	0	2	0	11	0	1	0					0	0	297	0
Basketball	247	0	96	0	1	0	0	0	3	0	0	0					1	0	349	0
Cross Country	217	29	47	8	0	0	1	0	8	1	0	0					0	0	276	38
Fencing	15	2	0	0	0	0	1	0	0	0	0	0					2	0	19	2
Football	206	0	39	0	1	0	1	0	1	0	1	0					1	0	251	0
Golf	277	3	12	1	0	0	3	0	0	0	0	0					1	0	294	4
Gymnastics	15	0	0	0	0	0	1	0	0	0	0	0					0	0	16	0
Ice Hockey	55	0	0	0	0	0	0	0	0	0	0	0					0	0	59	0
Lacrosse	68	0	1	0	0	0	0	0	0	0	0	0					0	0	69	0
Rifle	16	1	0	0	0	0	1	0	0	0	0	0					0	0	17	1
Rowing	27	0	0	0	0	0	0	0	1	0	0	0					0	0	28	0
Skating	14	1	0	0	0	0	0	0	0	0	0	0					2	0	16	1
Soccer	170	0	8	0	0	0	0	0	10	0	0	0					1	0	201	0
Swimming	133	7	1	0	0	0	0	0	3	0	0	0					1	0	138	7
Tennis	205	2	18	0	2	0	8	0	10	0	0	0					4	0	260	3
Track, Indoor	176	13	58	10	1	0	1	0	3	0	0	0					0	0	241	23
Track, Outdoor	190	17	59	10	1	0	1	0	5	0	0	0					1	0	259	27
Volleyball	20	0	0	0	0	0	1	0	0	0	0	0					0	0	23	0
Water Polo	18	0	1	0	0	0	0	0	2	0	0	0					1	0	22	0
Wrestling	71	0	6	0	0	0	0	0	1	0	0	0					0	0	78	0
Other	36	2	1	0	0	0	0	0	0	0	0	0					0	0	40	2

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Basketball	118	149	21	49	0	1	0	0	1	2	0	0					1	1	141	206
Bowling	8	11	11	4	0	0	0	0	0	0	0	0					0	0	19	15
Cross Country	211	53	47	23	1	0	1	0	7	2	0	0					0	0	271	80
Fencing	17	2	0	1	0	0	1	0	0	0	0	0					2	0	21	4
Field Hockey	9	55	0	1	0	1	0	2	0	1	0	0					2	1	12	69
Golf	99	136	8	0	1	1	0	5	0	2	0	0					1	1	110	153
Gymnastics	32	30	1	0	0	0	1	0	0	0	0	0					0	0	34	31
Ice Hockey	27	6	0	0	0	0	0	0	0	0	0	0					0	0	29	7

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races	Nonresident Alien	Other		Total			
	M	W	M	W	M	W	M	W	M	W	M	W			M	W	M	W		
Lacrosse	11	84	0	3	0	0	1	0	0	0	0	0					0	1	13	91
Rifle	18	5	0	0	0	0	1	0	0	0	0	0					0	0	19	5
Rowing	57	25	2	0	0	0	1	0	1	0	0	0					1	2	64	28
Sand Volleyball	26	10	0	1	0	0	0	0	0	1	0	0					0	0	27	13
Skating	13	2	0	0	0	0	0	0	0	0	0	0					2	0	15	2
Soccer	206	80	11	4	1	0	3	0	5	1	0	1					5	1	240	91
Softball	91	169	8	10	0	2	0	2	2	4	0	1					1	1	102	190
Swimming	167	30	1	0	0	0	1	0	3	0	0	0					3	0	176	31
Tennis	159	90	17	7	1	0	9	2	11	1	0	1					1	2	210	112
Track, Indoor	194	33	54	29	2	0	2	0	4	0	0	0					2	0	261	64
Track, Outdoor	200	36	52	30	1	1	2	0	7	0	0	0					2	0	268	69
Volleyball	156	107	7	26	0	0	7	1	8	2	6	2					2	2	193	141
Water Polo	21	6	1	0	0	0	0	0	4	0	0	0					0	0	27	6
Other	34	22	0	1	0	0	0	0	0	0	0	0					0	0	35	24

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Assistant Coaches

2013 - 2014 Division I All Conferences Figures

Sport	Men's Teams																Total					
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		M	W		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W		
Baseball	679	14	24	0	1	0	4	0	39	0	0	0							7	0	765	14
Basketball	555	5	486	6	5	0	3	0	11	0	1	0							4	0	1,083	11
Cross Country	277	105	67	29	0	2	2	1	9	1	0	1							7	1	371	142
Fencing	23	7	0	1	0	0	0	1	0	0	0	0							5	0	31	9
Football	1,788	39	843	5	5	0	6	0	30	0	40	0							35	0	2,764	45
Golf	184	17	4	2	0	0	2	0	0	0	0	0							5	0	202	21
Gymnastics	25	0	0	0	0	0	1	0	3	0	0	0							1	0	31	0
Ice Hockey	134	0	0	0	0	0	0	0	0	0	0	0							1	0	143	0
Lacrosse	152	0	2	0	0	0	1	0	1	0	0	0							3	0	160	0
Rifle	8	3	0	0	0	0	0	0	0	0	0	0							0	0	8	3
Rowing	51	6	0	0	0	0	1	0	0	0	0	0							0	0	53	7
Skating	14	7	0	0	0	0	0	0	0	0	0	0							1	0	16	7
Soccer	336	3	19	0	0	0	3	0	34	0	1	0							11	1	434	4
Swimming	241	109	6	4	0	0	9	2	5	1	0	1							6	1	274	120
Tennis	170	17	11	3	1	0	5	1	8	0	0	0							9	2	253	28
Track, Indoor	568	139	179	86	1	1	2	1	12	1	0	1							17	5	800	244
Track, Outdoor	602	147	195	87	1	1	4	2	15	2	0	1							20	5	860	254
Volleyball	33	2	0	0	0	0	2	0	0	0	0	0							2	0	40	3
Water Polo	22	4	0	0	0	0	1	0	0	0	0	0							1	0	26	4
Wrestling	146	2	9	0	0	0	2	0	5	0	0	0							6	0	168	3
Other	66	12	2	0	0	0	1	0	2	0	0	0							7	1	80	13

Sport	Women's Teams																Total					
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		M	W		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W		
Basketball	211	348	129	296	0	0	4	6	4	10	0	1							4	3	358	679
Bowling	7	6	4	1	0	0	0	0	0	0	0	0							0	0	11	7
Cross Country	276	124	70	36	1	2	1	0	9	1	0	1							5	1	373	169
Fencing	29	8	0	1	0	0	2	1	0	0	0	0							3	0	36	11
Field Hockey	23	97	0	0	0	0	0	1	1	0	0	0							2	3	42	107
Golf	74	103	3	1	0	0	1	7	1	2	1	0							0	2	84	124

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races	Nonresident Alien	Other		Total			
	M	W	M	W	M	W	M	W	M	W	M	W			M	W	M	W	M	W
Gymnastics	48	56	3	1	1	0	1	2	1	3	0	0					0	1	56	63
Ice Hockey	25	35	0	0	0	0	0	1	0	0	0	0					1	1	27	41
Lacrosse	17	161	1	2	1	0	0	1	0	1	0	0					0	4	19	173
Rifle	9	6	0	0	0	0	0	0	0	0	0	0					0	0	9	6
Rowing	59	142	0	1	0	0	0	1	1	2	0	0					2	3	62	151
Sand Volleyball	20	21	1	2	0	0	3	0	1	2	0	0					0	0	26	26
Skating	11	9	0	0	0	0	0	0	0	0	0	0					1	0	14	9
Soccer	258	274	14	10	0	0	6	2	16	13	0	0					6	6	316	325
Softball	136	371	14	17	1	2	1	9	3	19	0	7					1	6	159	443
Swimming	281	166	8	4	1	0	7	7	7	1	0	1					7	5	320	189
Tennis	110	102	12	6	0	0	4	6	9	11	0	0					4	5	156	166
Track, Indoor	612	193	214	111	2	1	4	2	14	2	0	1					19	4	886	327
Track, Outdoor	617	194	212	112	2	1	4	2	17	2	0	1					17	6	889	331
Volleyball	249	265	11	36	0	1	21	3	6	8	7	5					6	8	307	346
Water Polo	18	16	0	0	0	0	2	0	0	1	0	0					1	0	23	18
Other	35	42	0	1	0	0	1	1	0	0	0	0					6	2	42	46

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

Utilization Analysis (UA)

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

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

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

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

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

Hiring and Promotional Goals

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

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

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

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/AffAction/>.

However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

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

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

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

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotion goals for the period of August 1, 2015 through July 31, 2016.

EXECUTIVE/ADMINISTRATIVE

Hiring

2 White Females

2 Black Females

1 Other Male

1 Other Female

Promotional

1 White Female

FACULTY

PROFESSOR

Hiring

1 White Female

Promotional

11 White Females

6 Other Males

ASSOCIATE PROFESSOR

Hiring

1 Black Male

3 Black Females

3 Hispanic Females

2 Other Females

Promotional

1 Black Male

2 Black Females

1 Hispanic Female

1 Other Female

ASSISTANT PROFESSOR

Hiring

7 White Females

2 Hispanic Males

1 Other Female

Promotional

None

COACHING

Hiring

2 Black Males

1 Black Female

Promotional

1 Hispanic Male

1 Other Male

1 Other Female

PROFESSIONAL/NON-FACULTY

Hiring

5 White Males

2 Black Females

4 Other Males

4 Other Females

Promotional

None

SECRETARIAL CLERICAL (EXCLUDING ADMINISTRATIVE ASSISTANT and SECRETARY 2)

Hiring

4 White Males

1 Black Female

2 Other Females

Promotional

None

SECRETARIAL CLERICAL/ADMINISTRATIVE ASSISTANT

Hiring

1 Black Female

1 Other Female

Promotional

None

SECRETARIAL CLERICAL/SECRETARY 2

Hiring

1 Black Male

Promotional

None

TECHNICAL/PARAPROFESSIONAL

Hiring

3 White Females

1 Black Male

1 Hispanic Female

1 Other Male

Promotional

None

SKILLED CRAFTS

Hiring

1 Black Male

1 Hispanic Male

1 Other Male

Promotional

None

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring

1 White Female
1 Black Male
1 Hispanic Male
1 Hispanic Female
1 Other Male

Promotional

1 White Female

SERVICE MAINTENANCE/CUSTODIANS

Hiring

2 Black Males
2 Black Females
1 Hispanic Male
1 Other Male

Promotional

PROTECTIVE SERVICES

Hiring

4 White Males
1 White Female
1 Hispanic Female
1 Other Male

Promotional

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO1 - Executive Administrative**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%	A	
WORKFORCE PARITY %			100.0	48.0	52.0	39.1	40.6	3.8	5.7	2.6	3.2	2.5	2.4	B	
WORKFORCE NOS.			36	22	14	16	12	5	0	1	2	0	0	C	
WORKFORCE PARITY NOS.				17.3	18.7	14.1	14.6	1.4	2.1	0.9	1.2	0.9	0.9	D	
NET UTILIZATION (+/-)				4.7	-4.7	1.9	-2.6	3.6	-2.1	0.1	0.8	-0.9	-0.9	E	
PREVIOUS UTILIZATION*				4.3	-4.3	3.3	-2.3	1.7	-2.0	0.1	0.8	-0.8	-0.8	F	
HIRING GOALS	Previous Filing's Goals	Short	6	1	5	0	2	0	2	0	0	1	1	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Filing's Hires	Short	3	3	0	1	0	2	0	0	0	0	0	0	I
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short					0.0%		0.0%				0.0%	0.0%	K
		Long													L
	Current Filing's Goals	Short	6	1	5	0	2	0	2	0	0	0	1	1	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	1	1	0	0	0	0	0	0	1	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

12
1
11
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	63.4%	36.6%	47.1%	28.8%	4.2%	2.6%	5.2%	1.6%	6.8%	3.7%	
WORKFORCE PARITY %			100.0	59.4	40.6	44.9	34.8	2.2	1.5	2.2	1.4	10.1	2.9	
WORKFORCE NOS.			191	121	70	90	55	8	5	10	3	13	7	
WORKFORCE PARITY NOS.				113.5	77.5	85.8	66.5	4.2	2.9	4.2	2.7	19.3	5.5	
NET UTILIZATION (+/-)				7.5	-7.5	4.2	-11.5	3.8	2.1	5.8	0.3	-6.3	1.5	
PREVIOUS UTILIZATION				8.4	-8.4	6.5	-13.2	1.8	2.0	5.9	1.0	-5.3	1.6	
HIRING GOALS	Previous Filing's Goals	Short	3	1	2	0	2	0	0	0	0	1	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	0	0	0	0	0	0	0	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short					0.0%						0.0%	
		Long												
	Current Filing's Goals	Short	1	0	1	0	1	0	0	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	15	4	11	0	11	0	0	0	0	4	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Promos	Total	20	11	9	7	9	1	0	0	0	3	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Total					81.8%						75.0%	
		UM												
	Current Filing's Goals	Total	17	6	11	0	11	0	0	0	0	0	6	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Associate Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

18
7
11
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	58.8%	41.2%	44.1%	35.3%	2.2%	1.5%	2.2%	1.5%	10.3%	2.9%	A	
WORKFORCE PARITY %			100.0	54.3	45.7	39.5	31.0	3.8	5.4	1.5	4.4	9.5	4.9	B	
WORKFORCE NOS.			136	80	56	60	48	3	2	3	2	14	4	C	
WORKFORCE PARITY NOS.				73.8	62.2	53.7	42.2	5.2	7.3	2.0	6.0	12.9	6.7	D	
NET UTILIZATION (+/-)				6.2	-6.2	6.3	5.8	-2.2	-5.3	1.0	-4.0	1.1	-2.7	E	
PREVIOUS UTILIZATION				3.6	-3.6	1.2	7.1	-1.4	-3.4	1.0	-4.3	2.9	-2.9	F	
HIRING GOALS	Previous Filing's Goals	Short	5	0	5	0	0	0	2	0	2	0	1	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Filing's Hires	Short	7	6	1	4	1	0	0	0	0	0	2	0	I
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short								0.0%		0.0%		0.0%	K
		Long													L
	Current Filing's Goals	Short	9	1	8	0	0	1	3	0	0	3	0	2	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	6	1	5	0	0	1	1	0	2	0	2	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	21	14	7	10	6	0	0	0	0	0	4	1	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total							0.0%	0.0%		0.0%		50.0%	S
		UM													T
	Current Filing's Goals	Total	5	1	4	0	0	1	2	0	0	1	0	1	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Assistant Professor**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

20
20
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	53.3%	46.7%	37.0%	29.3%	4.3%	6.5%	1.1%	5.4%	10.9%	5.4%	
WORKFORCE PARITY %			100.0	47.3	52.7	35.5	37.1	3.2	5.6	2.7	3.7	5.9	6.5	
WORKFORCE NOS.			92	49	43	34	27	4	6	1	5	10	5	
WORKFORCE PARITY NOS.				43.5	48.5	32.7	34.1	2.9	5.2	2.5	3.4	5.4	6.0	
NET UTILIZATION (+/-)				5.5	-5.5	1.3	-7.1	1.1	0.8	-1.5	1.6	4.6	-1.0	
PREVIOUS UTILIZATION				3.6	-3.6	3.0	-4.5	1.4	-0.7	-1.5	2.0	0.7	-0.7	
HIRING GOALS	Previous Filing's Goals	Short	9	2	7	0	5	0	1	2	0	0	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	40	25	15	13	11	2	2	1	1	9	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short					100.0%		100.0%	50.0%			100.0%	
		Long												
	Current Filing's Goals	Short	10	2	8	0	7	0	0	2	0	0	0	1
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 2 - Faculty - Coaching**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

4
4
0
7/31/2015

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %	100.0%	71.0%	29.0%	61.3%	25.8%	9.7%	3.2%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	74.2	25.8	55.4	18.9	14.6	5.3	1.9	0.6	2.2	1.0
WORKFORCE NOS.	31	22	9	19	8	3	1	0	0	0	0
WORKFORCE PARITY NOS.		23.0	8.0	17.2	5.9	4.5	1.6	0.6	0.2	0.7	0.3
NET UTILIZATION (+/-)		-1.0	1.0	1.8	2.1	-1.5	-0.6	-0.6	-0.2	-0.7	-0.3
PREVIOUS UTILIZATION		-1.7	1.7	2.6	2.9	-3.9	-0.6	0.4	-0.4	-0.8	-0.3

HIRING GOALS	Previous Filing's Goals	Short	7	5	2	0	0	4	1	0	1	1	0
		Long	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Hires	Achiev. % Rate Goals	Short	8	7	1	4	1	3	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Goals	Achiev. % Rate Goals	Short						75.0%	0.0%		0.0%	0.0%	
		Long											
Current Filing's Goals	Achiev. % Rate Goals	Short	6	4	2	0	0	2	1	1	0	1	1
		Long	0	0	0	0	0	0	0	0	0	0	0

PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Achiev. % Rate Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Goals	Achiev. % Rate Goals	Total											
			UM											
	Current Filing's Goals	Achiev. % Rate Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0

NOTE: OF Collective Goal Established

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Statewide/National**
 CATEGORY OR CLASS: **EEO 3 - Professional Non-faculty**
 REGION/FACILITY IN AREA: **Statewide/National**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

15
15
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%	A	
WORKFORCE PARITY %			100.0	43.0	57.0	34.8	42.6	3.5	6.6	2.1	4.2	2.7	3.6	B	
WORKFORCE NOS.			227	94	133	74	101	9	13	9	15	2	4	C	
WORKFORCE PARITY NOS.				97.6	129.4	79.0	96.7	7.9	15.0	4.8	9.5	6.1	8.2	D	
NET UTILIZATION (+/-)				-3.6	3.6	-5.0	4.3	1.1	-2.0	4.2	5.5	-4.1	-4.2	E	
PREVIOUS UTILIZATION				1.1	-1.1	-1.9	0.9	2.5	-2.7	2.3	4.1	-2.1	-3.9	F	
HIRING GOALS	Previous Filing's Goals	Short	9	4	5	2	0	0	3	0	0	2	2	G	
		Long	2	0	2	0	0	0	0	0	0	0	0	2	H
	Current Filing's Hires	Short	24	8	16	6	11	0	3	2	2	0	0	I	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short				100.0%			100.0%				0.0%	0.0%	K
		Long												0.0%	L
	Current Filing's Goals	Short	15	9	6	5	0	0	2	0	0	0	4	4	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Cler - All Titles Except Sec 2 & Admin Asst**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

3
2
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	23.5%	76.5%	2.9%	47.1%	8.8%	14.7%	8.8%	14.7%	2.9%	0.0%	
WORKFORCE PARITY %			100.0	22.9	77.1	14.2	44.4	4.3	17.9	2.0	10.1	2.3	4.6	
WORKFORCE NOS.			34	8	26	1	16	3	5	3	5	1	0	
WORKFORCE PARITY NOS.				7.8	26.2	4.8	15.1	1.5	6.1	0.7	3.4	0.8	1.6	
NET UTILIZATION (+/-)				0.2	-0.2	-3.8	0.9	1.5	-1.1	2.3	1.6	0.2	-1.6	
PREVIOUS UTILIZATION				-0.7	0.7	-4.2	1.0	1.4	-0.6	1.7	2.1	0.4	-1.8	
HIRING GOALS	Previous Filing's Goals	Short	5	2	3	2	0	0	1	0	0	0	2	
		Long	2	2	0	2	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	5	0	5	0	4	0	1	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short				0.0%				100.0%				0.0%
		Long				0.0%								
	Current Filing's Goals	Short	7	4	3	4	0	0	1	0	0	0	0	2
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Clerical - Administrative Assistant**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	4.5%	95.5%	4.5%	77.3%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	
WORKFORCE PARITY %			100.1	3.3	96.8	2.6	76.5	0.4	11.1	0.2	6.9	0.1	2.2	
WORKFORCE NOS.			22	1	21	1	17	0	2	0	2	0	0	
WORKFORCE PARITY NOS.				0.7	21.3	0.6	16.8	0.1	2.4	0.0	1.5	0.0	0.5	
NET UTILIZATION (+/-)				0.3	-0.3	0.4	0.2	-0.1	-0.4	0.0	0.5	0.0	-0.5	
PREVIOUS UTILIZATION				0.3	-0.3	0.4	1.0	-0.1	-0.1	-0.1	-0.6	0.0	-0.4	
HIRING GOALS	Previous Filing's Goals	Short	2	0	2	0	0	0	0	0	1	0	1	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	2	0	2	0	1	0	0	0	1	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short										100.0%		0.0%
		Long												
	Current Filing's Goals	Short	2	0	2	0	0	0	0	1	0	0	0	1
		Long	0	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Current Filing's Promos	Total	1	0	1	0	1	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Total												
		UM												
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: BF Collective Goal Established

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 4 - Clerical - Secretary 2**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
2
0
7/31/2015

FORM 40A1

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE
WORKFORCE %			100.0%	2.4%	97.6%	2.4%	73.2%	0.0%	12.2%	0.0%	9.8%	0.0%	2.4%
WORKFORCE PARITY %			100.0	4.2	95.8	2.3	72.9	1.5	11.3	0.3	9.2	0.1	2.3
WORKFORCE NOS.			41	1	40	1	30	0	5	0	4	0	1
WORKFORCE PARITY NOS.				1.7	39.3	0.9	29.9	0.6	4.6	0.1	3.8	0.0	0.9
NET UTILIZATION (+/-)				-0.7	0.7	0.1	0.1	-0.6	0.4	-0.1	0.2	0.0	0.1
PREVIOUS UTILIZATION*				-0.8	0.8	0.0	-0.6	-0.5	-1.5	-0.1	2.7	-0.1	0.2
HIRING GOALS	Previous Filing's Goals	Short	4	1	3	0	1	1	2	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Hires	Short	7	0	7	0	3	0	2	0	2	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Short					100.0%	0.0%	100.0%				
		Long											
	Current Filing's Goals	Short	1	1	0	0	0	1	0	0	0	0	0
		Long	0	0	0	0	0	0	0	0	0	0	0
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Current Filing's Promos	Total	2	0	2	0	2	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0
	Achiev. % Rate Goals	Total											
		UM											
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0

NOTE:

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA:
 CATEGORY OR CLASS:
 REGION/FACILITY IN AREA:
 DATA RESOURCE:
 FORM 40A1

Hartford County
EEO 5 - Technical/Paraprofessional
Hartford County
 See Availability Data

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
2
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%	A	
WORKFORCE PARITY %			100.0	27.9	72.1	18.4	48.5	4.8	12.2	2.4	8.1	2.6	3.1	B	
WORKFORCE NOS.			18	7	11	4	6	0	2	3	1	0	2	C	
WORKFORCE PARITY NOS.				5.0	13.0	3.3	8.7	0.9	2.2	0.4	1.5	0.5	0.6	D	
NET UTILIZATION (+/-)				2.0	-2.0	0.7	-2.7	-0.9	-0.2	2.6	-0.5	-0.5	1.4	E	
PREVIOUS UTILIZATION				1.9	-1.9	0.5	-1.6	-0.8	-1.2	2.4	-1.4	-0.3	2.4	F	
HIRING GOALS	Previous Filing's Goals	Short	5	1	4	0	2	1	1	0	1	0	0	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	H	
	Current Filing's Hires	Short	3	0	3	0	1	0	1	0	1	0	0	I	
		Long	0	0	0	0	0	0	0	0	0	0	0	J	
	Achiev. % Rate Goals	Short					50.0%	0.0%	100.0%		100.0%			K	
		Long												L	
	Current Filing's Goals	Short	6	2	4	0	3	1	0	0	1	1	1	0	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	P	
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
	NOTE:														

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **EEO 6 - Skilled Crafts**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	92.3%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %			100.0	97.8	2.2	74.3	1.6	9.1	0.3	10.9	0.3	3.6	0.1	B	
WORKFORCE NOS.			13	12	1	12	1	0	0	0	0	0	0	C	
WORKFORCE PARITY NOS.				12.7	0.3	9.7	0.2	1.2	0.0	1.4	0.0	0.5	0.0	D	
NET UTILIZATION (+/-)				-0.7	0.7	2.3	0.8	-1.2	0.0	-1.4	0.0	-0.5	0.0	E	
PREVIOUS UTILIZATION				-0.7	0.7	2.1	0.8	-1.1	0.0	-1.4	0.0	-0.4	0.0	F	
HIRING GOALS															
HIRING GOALS	Previous Filing's Goals	Short	2	2	0	0	0	1	0	1	0	0	0	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Filing's Hires	Short	4	4	0	4	0	0	0	0	0	0	0	0	I
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short							0.0%		0.0%				K
		Long													L
	Current Filing's Goals	Short	3	3	0	0	0	1	0	1	0	1	0	0	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY															
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	0	0	0	0	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total													S
		UM													T
	Current Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA:
 CATEGORY OR CLASS:
 REGION/FACILITY IN AREA:
 DATA RESOURCE:
 FORM 40A1

Hartford County
EEO 7 - Svc Maint - All titles except Custodian
Hartford County
 See Availability Data

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

2
1
1
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE		
WORKFORCE %			100.0%	97.6%	2.4%	81.0%	2.4%	7.1%	0.0%	9.5%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %			100.0	89.9	10.1	66.6	6.9	8.4	0.3	11.6	2.9	3.2	0.1	B	
WORKFORCE NOS.			42	41	1	34	1	3	0	4	0	0	0	C	
WORKFORCE PARITY NOS.				37.8	4.2	28.0	2.9	3.5	0.1	4.9	1.2	1.3	0.0	D	
NET UTILIZATION (+/-)				3.2	-3.2	6.0	-1.9	-0.5	-0.1	-0.9	-1.2	-1.3	0.0	E	
PREVIOUS UTILIZATION				3.1	-3.1	6.9	-1.7	-1.6	-0.1	-1.2	-1.2	-1.1	-0.1	F	
HIRING GOALS	Previous Filing's Goals	Short	6	4	2	0	1	2	0	1	1	1	0	G	
		Long	0	0	0	0	0	0	0	0	0	0	0	0	H
	Current Filing's Hires	Short	1	1	0	0	0	1	0	0	0	0	0	0	I
		Long	0	0	0	0	0	0	0	0	0	0	0	0	J
	Achiev. % Rate Goals	Short					0.0%	50.0%			0.0%	0.0%	0.0%		K
		Long													L
	Current Filing's Goals	Short	5	3	2	0	1	1	0	0	1	1	1	0	M
		Long	0	0	0	0	0	0	0	0	0	0	0	0	N
PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	O	
		UM	0	0	0	0	0	0	0	0	0	0	0	0	P
	Current Filing's Promos	Total	2	2	0	2	0	0	0	0	0	0	0	0	Q
		UM	0	0	0	0	0	0	0	0	0	0	0	0	R
	Achiev. % Rate Goals	Total					0.0%								S
		UM													T
	Current Filing's Goals	Total	1	0	1	0	1	0	0	0	0	0	0	0	U
		UM	0	0	0	0	0	0	0	0	0	0	0	0	V
NOTE:															

CENTRAL CONNECTICUT STATE UNIVERSITY

RECRUITING AREA: **Hartford County**
 CATEGORY OR CLASS: **Protective Services**
 REGION/FACILITY IN AREA: **Hartford County**
 DATA RESOURCE: **See Availability Data**
 FORM 40A1

PROJECTED TURNOVER (12 MOS.):
 PROJECTED HIRES (12 MOS.):
 PROJECTED PROMOTIONS (12 MOS.):
 DATA CURRENT TO:

1
1
0
7/31/2015

			GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPAN MALE	HISPAN FEMALE	OTHER MALE	OTHER FEMALE	
WORKFORCE %			100.0%	90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %			100.0	83.8	16.2	64.1	8.2	10.6	4.3	7.1	2.7	2.0	1.0	
WORKFORCE NOS.			21	19	2	10	1	4	1	5	0	0	0	
WORKFORCE PARITY NOS.				17.6	3.4	13.5	1.7	2.2	0.9	1.5	0.6	0.4	0.2	
NET UTILIZATION (+/-)				1.4	-1.4	-3.5	-0.7	1.8	0.1	3.5	-0.6	-0.4	-0.2	
PREVIOUS UTILIZATION				1.5	-1.5	-4.1	-0.8	1.4	0.2	4.6	-0.7	-0.6	-0.1	
HIRING GOALS	Previous Filing's Goals	Short	5	3	2	2	1	0	0	0	1	1	0	
		Long	2	2	0	2	0	0	0	0	0	0	0	
	Current Filing's Hires	Short	0	0	0	0	0	0	0	0	0	0	0	
		Long	0	0	0	0	0	0	0	0	0	0	0	
	Achiev. % Rate Goals	Short				0.0%	0.0%					0.0%	0.0%	
		Long				0.0%								
	Current Filing's Goals	Short	7	5	2	4	1	0	0	0	0	1	1	0
		Long	0	0	0	0	0	0	0	0	0	0	0	0
	PROMO. GOALS INCL. UPWARD MOBILITY	Previous Filing's Goals	Total	0	0	0	0	0	0	0	0	0	0	0
			UM	0	0	0	0	0	0	0	0	0	0	0
Current Filing's Promos		Total	0	0	0	0	0	0	0	0	0	0	0	
		UM	0	0	0	0	0	0	0	0	0	0	0	
Achiev. % Rate Goals		Total												
		UM												
Current Filing's Goals		Total	0	0	0	0	0	0	0	0	0	0	0	0
		UM	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: OM Collective Goal

EMPLOYMENT ANALYSES

Section 46a-68-86

This section of the plan presents a comprehensive review of the employment process for the purpose of identifying any employment practices that create or perpetuate underutilization of protected classes.

Separate statistical reporting of personnel activity has been conducted for each occupational category. The Employment Process Analyses, Applicant Flow, Personnel Evaluation Analysis Forms have been modified, if necessary, to reflect all activity which occurred during this reporting period. Three aspects of the employment process are examined:

1. Employment Process Analyses

The following statistical information/explanation has been utilized on Form 42A1:

- (a) **Promotions:** This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
- (b) **Promotions Within:** Promotions within each EEO category are listed at the end of each respective chart.
- (c) **Hires:** This data line includes new hires from outside and transfers from other state agencies to the University.
- (d) **Transfers:** Transfers within the University that are not promotions are recorded on this data line.
- (e) **Coding Corrections:** Coding errors are recorded on this line.
- (f) **Resignations:** Transfers to other state agencies are included on this data line.

2. Applicant Flow Analysis

The applicant flow analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment and was conducted for all EEO categories. As recommended by the CHRO, CCSU identified applicants on this analysis categories as follows:

- **Intra-Agency** included all applicants who came from within the University
- **Outside Agency** included all applicants from other state agencies and universities
- **Other Applicants** included all other applicants that were neither from the University or Connecticut State employees

Since the University conducts national searches for many of its administrative positions and all of its faculty positions, the **Other Applicant** category will contain the majority of the applicants.

3. Personnel Evaluation Analysis

Performance appraisals which were conducted during this reporting period are recorded on this form.

Note:

1. After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.
2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.
4. In the 2013 AA Plan review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding the utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

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

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	36	22	14	16	12	5	0	1	2	0	0
Workforce Number Prior Filing	35	21	14	17	12	3	0	1	2	0	0
Net Change(+or-)	1	1	0	-1	0	2	0	0	0	0	0
HIRES (incl. Pt to Ft)	3	3	0	1	0	2	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	1	0	0	0	0	0	1	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	4	0	1	0	2	0	1	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	0	0	0	0	1	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	3	0	2	0	0	0	1	0	0	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	191	121	70	90	55	8	5	10	3	13	7
Workforce Number Prior Filing	187	115	72	88	56	7	5	10	4	10	7
Net Change(+or-)	4	6	-2	2	-1	1	0	0	-1	3	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	20	11	9	7	9	1	0	0	0	3	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	20	11	9	7	9	1	0	0	0	3	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	15	4	11	4	10	0	0	0	1	0	0
DEATHS	1	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	16	5	11	5	10	0	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Associate Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	136	80	56	60	48	3	2	3	2	14	4
Workforce Number Prior Filing	136	76	60	57	52	4	2	3	2	12	4
Net Change(+or-)	0	4	-4	3	-4	-1	0	0	0	2	0
HIRES (incl. Pt to Ft)	7	6	1	4	1	0	0	0	0	2	0
PROMO INTO CATEGORY / CLASS	21	14	7	10	6	0	0	0	0	4	1
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	28	20	8	14	7	0	0	0	0	6	1
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	20	11	9	7	9	1	0	0	0	3	0
RESIGNATIONS	5	2	3	1	2	0	0	0	0	1	1
RETIREMENTS	2	2	0	2	0	0	0	0	0	0	0
COACHING STAFF CONSOLIDATION	0	0	0	0	0	0	0	0	0	0	0
TERMINATIONS	1	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	28	16	12	11	11	1	0	0	0	4	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES: Other male was promoted into the category and then resigned

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Assistant Professor

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	92	49	43	34	27	4	6	1	5	10	5
Workforce Number Prior Filing	87	45	42	34	28	4	4	1	5	6	5
Net Change(+or-)	5	4	1	0	-1	0	2	0	0	4	0
HIRES (incl. Pt to Ft)	40	25	15	13	11	2	2	1	1	9	1
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	40	25	15	13	11	2	2	1	1	9	1
TERMINATION/NON-RENEWAL	5	4	1	2	1	1	0	0	0	1	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	21	14	7	10	6	0	0	0	0	4	1
RESIGNATIONS	7	2	5	1	4	0	0	1	1	0	0
RETIREMENTS	2	1	1	0	1	1	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	35	21	14	13	12	2	0	1	1	5	1
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Coaching

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	31	22	9	19	8	3	1	0	0	0	0
Workforce Number Prior Filing	32	22	10	20	9	1	1	1	0	0	0
Net Change(+or-)	-1	0	-1	-1	-1	2	0	-1	0	0	0
HIRES (incl. Pt to Ft)	8	7	1	4	1	3	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	8	7	1	4	1	3	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	4	3	1	2	1	0	0	1	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	5	4	1	3	1	1	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	9	7	2	5	2	1	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

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

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **All Titles**

LABOR MARKET AREA: **Statewide/National**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	227	94	133	74	101	9	13	9	15	2	4
Workforce Number Prior Filing	226	99	127	77	97	10	12	8	14	4	4
Net Change(+or-)	1	-5	6	-3	4	-1	1	1	1	-2	0
HIRES (incl. Pt to Ft)	24	8	16	6	11	0	3	2	2	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	24	8	16	6	11	0	3	2	2	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	1	1	0	1	0	0	0	0	0	0	0
RESIGNATIONS	12	7	5	4	3	1	1	0	1	2	0
RETIREMENTS	7	2	5	2	4	0	1	0	0	0	0
TRANSFER OUT of AGENCY	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	1	1	0	1	0	0	0	0	0	0	0
PROMOTION	1	1	0	0	0	0	0	1	0	0	0
DEATH	1	1	0	1	0	0	0	0	0	0	0
TOTAL REDUCTIONS	23	13	10	9	7	1	2	1	1	2	0
PROMOS WITHIN	13	4	9	2	7	2	0	0	0	0	2

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2 and Admin Asst

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	34	8	26	1	16	3	5	3	5	1	0
Workforce Number Prior Filing	34	8	26	1	16	3	5	3	5	1	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	5	0	5	0	4	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	0	5	0	4	0	1	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	3	0	3	0	3	0	0	0	0	0	0
FULL TIME to PART TIME	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	1	0	1	0	0	0	1	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	0	5	0	4	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 4 - Clerical**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **Administrative Assistant**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	22	1	21	1	17	0	2	0	2	0	0
Workforce Number Prior Filing	21	1	20	1	17	0	2	0	1	0	0
Net Change(+or-)	1	0	1	0	0	0	0	0	1	0	0
HIRES (incl. Pt to Ft)	2	0	2	0	1	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	1	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	2	0	0	0	1	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	0	2	0	2	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Secretary 2

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	41	1	40	1	30	0	5	0	4	0	1
Workforce Number Prior Filing	40	1	39	1	29	0	3	0	6	0	1
Net Change(+or-)	1	0	1	0	1	0	2	0	-2	0	0
HIRES (incl. Pt to Ft)	7	0	7	0	3	0	2	0	2	0	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	2	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	9	0	9	0	5	0	2	0	2	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	4	0	4	0	2	0	0	0	2	0	0
RETIREMENTS	3	0	3	0	1	0	0	0	2	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	1	0	1	0	1	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	8	0	8	0	4	0	0	0	4	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofesional

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	18	7	11	4	6	0	2	3	1	0	2
Workforce Number Prior Filing	18	7	11	4	7	0	1	3	0	0	3
Net Change(+or-)	0	0	0	0	-1	0	1	0	1	0	-1
HIRES (incl. Pt to Ft)	3	0	3	0	1	0	1	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	0	3	0	1	0	1	0	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	0	3	0	2	0	0	0	0	0	1
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	0	3	0	2	0	0	0	0	0	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	13	12	1	12	1	0	0	0	0	0	0
Workforce Number Prior Filing	12	11	1	11	1	0	0	0	0	0	0
Net Change(+or-)	1	1	0	1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	4	4	0	4	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	4	0	4	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	3	0	3	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 Service Maintenance**

DATE:

7/31/2015

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

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	42	41	1	34	1	3	0	4	0	0	0
Workforce Number Prior Filing	41	40	1	34	1	2	0	4	0	0	0
Net Change(+or-)	1	1	0	0	0	1	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	0	0	1	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	2	0	2	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	3	0	2	0	1	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	2	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	2	2	0	2	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: Custodian

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	32	20	12	13	8	2	0	5	4	0	0
Workforce Number Prior Filing	33	21	12	13	8	3	0	5	4	0	0
Net Change(+or-)	-1	-1	0	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft)	2	1	1	1	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	1	1	1	0	0	0	0	1	0	0
TERMINATION (Inc. Contract Ending)	1	0	1	0	0	0	0	0	1	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	2	0	1	0	1	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race Change	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	3	2	1	1	0	1	0	0	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: **Protective Services**

DATE:

7/31/2015

POSITION OR POSITION CLASSIFICATION: **Protective Services**

LABOR MARKET AREA: **Hartford County**

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
Workforce Number Current Filing	21	19	2	10	1	4	1	5	0	0	0
Workforce Number Prior Filing	22	20	2	10	1	4	1	6	0	0	0
Net Change(+or-)	-1	-1	0	0	0	0	0	-1	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	0	0	0	0	1	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	0	0	0	0	1	0	0	0
PROMOS WITHIN	1	1	0	1	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	26	15	11	10	11	1	0	1	0	3	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	26	15	11	10	11	1	0	1	0	3	0	0	0	0	G
TOTAL REJECTED APPLICANTS	6	4	2	3	2	0	0	1	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	20	11	9	7	9	1	0	0	0	3	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	20	11	9	7	9	1	0	0	0	3	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	20	11	9	7	9	1	0	0	0	3	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	20	11	9	7	9	1	0	0	0	3	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	26	16	10	11	7	1	0	0	0	4	3	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	414	310	101	118	44	24	12	6	4	143	37	19	4	3	F
TOTAL APPLICANTS	440	326	111	129	51	25	12	6	4	147	40	19	4	3	G
TOTAL REJECTED APPLICANTS	211	157	52	61	24	15	4	4	3	70	17	7	4	2	H
TOTAL QUALIFIED APPLICANTS	229	169	59	68	27	10	8	2	1	77	23	12	0	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	72	50	22	27	12	1	5	0	0	20	5	2	0	0	O
Not offered Position	43	30	13	13	5	1	5	0	0	14	3	2	0	0	P
Offered Position	29	20	9	14	7	0	0	0	0	6	2	0	0	0	Q
Refused Position	1	0	1	0	0	0	0	0	0	0	1	0	0	0	R
TOTAL ACCESSIONS	28	20	8	14	7	0	0	0	0	6	1	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY

APPLICANT FLOW ANALYSIS

OCCUPATIONAL CATEGORY:

EEO 2 - Faculty

DATE:

July 31, 2015

POSITION OR POSITION CLASSIFICATION:

Assistant Professor

LOCATION:

Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	1	1	1	1	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	2042	1202	822	643	527	78	44	47	47	325	143	109	61	18	F
TOTAL APPLICANTS	2044	1203	823	644	528	78	44	47	47	325	143	109	61	18	G
TOTAL REJECTED APPLICANTS	927	586	330	308	211	36	19	27	17	145	63	70	20	11	H
TOTAL QUALIFIED APPLICANTS	1117	617	493	336	317	42	25	20	30	180	80	39	41	7	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	315	158	156	87	104	10	12	7	10	47	17	7	13	1	O
Not offered Position	266	128	137	71	89	8	10	4	9	38	16	7	13	1	P
Offered Position	49	30	19	16	15	2	2	3	1	9	1	0	0	0	Q
Refused Position	9	5	4	3	4	0	0	2	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	40	25	15	13	11	2	2	1	1	9	1	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	3	3	0	2	0	0	0	1	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	570	548	22	315	17	188	4	21	1	4	0	20	0	0	F
TOTAL APPLICANTS	573	551	22	317	17	188	4	22	1	4	0	20	0	0	G
TOTAL REJECTED APPLICANTS	176	170	6	81	4	72	1	10	1	1	0	6	0	0	H
TOTAL QUALIFIED APPLICANTS	397	381	16	236	13	116	3	12	0	3	0	14	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	44	35	9	17	8	16	1	2	0	0	0	0	0	0	O
Not offered Position	35	28	7	13	6	13	1	2	0	0	0	0	0	0	P
Offered Position	9	7	2	4	2	3	0	0	0	0	0	0	0	0	Q
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	8	7	1	4	1	3	0	0	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	8	2	6	2	4	0	0	0	2	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	1581	633	943	415	584	92	162	58	79	31	48	37	70	5	F
TOTAL APPLICANTS	1589	635	949	417	588	92	162	58	81	31	48	37	70	5	G
TOTAL REJECTED APPLICANTS	1276	510	761	331	461	79	132	47	66	23	41	30	61	5	H
TOTAL QUALIFIED APPLICANTS	313	125	188	86	127	13	30	11	15	8	7	7	9	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	213	86	127	59	87	9	20	7	11	7	6	4	3	0	O
Not offered Position	188	78	110	53	75	9	17	5	9	7	6	4	3	0	P
Offered Position	25	8	17	6	12	0	3	2	2	0	0	0	0	0	Q
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	24	8	16	6	11	0	3	2	2	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: **July 31, 2015**

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	3	0	3	0	2	0	1	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	968	123	844	72	449	32	188	8	103	8	47	3	57	1	F
TOTAL APPLICANTS	971	123	847	72	451	32	189	8	103	8	47	3	57	1	G
TOTAL REJECTED APPLICANTS	268	35	233	24	113	3	54	2	12	6	29	0	25	0	H
TOTAL QUALIFIED APPLICANTS	703	88	614	48	338	29	135	6	91	2	18	3	32	1	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	79	5	74	2	45	3	17	0	7	0	3	0	2	0	O
Not offered Position	74	5	69	2	41	3	16	0	7	0	3	0	2	0	P
Offered Position	5	0	5	0	4	0	1	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	5	0	5	0	4	0	1	0	0	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Administrative Assistant
LOCATION: Hartford County

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	2	0	2	0	1	0	0	0	1	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	13	0	13	0	6	0	3	0	3	0	1	0	0	0	F
TOTAL APPLICANTS	15	0	15	0	7	0	3	0	4	0	1	0	0	0	G
TOTAL REJECTED APPLICANTS	4	0	4	0	2	0	0	0	1	0	1	0	0	0	H
TOTAL QUALIFIED APPLICANTS	11	0	11	0	5	0	3	0	3	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	10	0	10	0	5	0	3	0	2	0	0	0	0	0	O
Not offered Position	7	0	7	0	3	0	3	0	1	0	0	0	0	0	P
Offered Position	3	0	3	0	2	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	0	3	0	2	0	0	0	1	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	32	2	30	2	15	0	6	0	9	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	150	6	144	5	76	0	35	1	23	0	5	0	5	0	F
TOTAL APPLICANTS	182	8	174	7	91	0	41	1	32	0	5	0	5	0	G
TOTAL REJECTED APPLICANTS	40	2	38	2	21	0	7	0	7	0	2	0	1	0	H
TOTAL QUALIFIED APPLICANTS	142	6	136	5	70	0	34	1	25	0	3	0	4	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	88	1	87	1	47	0	21	0	16	0	1	0	2	0	O
Not offered Position	78	1	77	1	42	0	19	0	13	0	1	0	2	0	P
Offered Position	10	0	10	0	5	0	2	0	3	0	0	0	0	0	Q
Refused Position	1	0	1	0	0	0	0	0	1	0	0	0	0	0	R
TOTAL ACCESSIONS	9	0	9	0	5	0	2	0	2	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	67	11	56	6	32	2	11	2	4	0	4	1	5	0	F
TOTAL APPLICANTS	67	11	56	6	32	2	11	2	4	0	4	1	5	0	G
TOTAL REJECTED APPLICANTS	12	4	8	2	4	0	3	1	0	0	0	1	1	0	H
TOTAL QUALIFIED APPLICANTS	55	7	48	4	28	2	8	1	4	0	4	0	4	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	34	5	29	4	17	1	5	0	2	0	3	0	2	0	O
Not offered Position	31	5	26	4	16	1	4	0	1	0	3	0	2	0	P
Offered Position	3	0	3	0	1	0	1	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	0	3	0	1	0	1	0	1	0	0	0	0	0	S

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	55	55	0	45	0	5	0	4	0	0	0	1	0	0	F
TOTAL APPLICANTS	55	55	0	45	0	5	0	4	0	0	0	1	0	0	G
TOTAL REJECTED APPLICANTS	15	15	0	11	0	3	0	0	0	0	0	1	0	0	H
TOTAL QUALIFIED APPLICANTS	40	40	0	34	0	2	0	4	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	19	19	0	15	0	2	0	2	0	0	0	0	0	0	O
Not offered Position	14	14	0	11	0	2	0	1	0	0	0	0	0	0	P
Offered Position	5	5	0	4	0	0	0	1	0	0	0	0	0	0	Q
Refused Position*	1	1	0	0	0	0	0	1	0	0	0	0	0	0	R
TOTAL ACCESSIONS	4	4	0	4	0	0	0	0	0	0	0	0	0	0	S

*A Hispanic male was offered; however, the offer was rescinded.

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	167	164	3	106	1	30	0	19	1	2	1	7	0	0	F
TOTAL APPLICANTS	167	164	3	106	1	30	0	19	1	2	1	7	0	0	G
TOTAL REJECTED APPLICANTS	37	36	1	21	0	9	0	5	0	0	1	1	0	0	H
TOTAL QUALIFIED APPLICANTS	130	128	2	85	1	21	0	14	1	2	0	6	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	26	26	0	22	0	3	0	1	0	0	0	0	0	0	O
Not offered Position	23	23	0	20	0	2	0	1	0	0	0	0	0	0	P
Offered Position	3	3	0	2	0	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	3	0	2	0	1	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31, 2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	130	115	15	58	6	26	3	26	6	0	0	5	0	0	F
TOTAL APPLICANTS	130	115	15	58	6	26	3	26	6	0	0	5	0	0	G
TOTAL REJECTED APPLICANTS	19	16	3	5	2	4	0	5	1	0	0	2	0	0	H
TOTAL QUALIFIED APPLICANTS	111	99	12	53	4	22	3	21	5	0	0	3	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	12	10	2	6	0	1	0	2	2	0	0	1	0	0	O
Not offered Position	10	9	1	5	0	1	0	2	1	0	0	1	0	0	P
Offered Position	2	1	1	1	0	0	0	0	1	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	1	1	1	0	0	0	0	1	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS**

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

DATE: July 31,2015

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Unknown Male	Unknown Female	Unknown Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL TESTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
TOTAL PASSING EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Earned Ratings 1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Earned Ratings 6-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
Earned Ratings 11-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: There were no increases in the workforce. Therefore, there was no flow of applicants for the 2015 plan.

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	4	3	1	2	0	1	0	0	1	0	0
Good	32	19	13	14	12	4	0	1	1	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals. For M/C Good & Excellent determination made by % increase.

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

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Professor

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	187	115	72	88	56	7	5	10	4	10	7
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Associate Professor

Form #42 A3

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PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	135	75	60	56	52	4	2	3	2	12	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	1	0	1	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	1	1	0	1	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 -FACULTY

POSITION OR POSITION CLASSIFICATION: Assistant Professor

Form #42 A3

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PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	82	41	41	32	27	3	4	1	5	5	5
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	5	4	1	2	1	1	0	0	0	1	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-2 - Coaching

POSITION OR POSITION CLASSIFICATION: Coaching

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	28	19	9	18	8	1	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	4	3	1	2	1	0	0	1	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	1	1	0	1	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period.

Coaches are not-renewed related to performance; if renewed an overall good evaluation is received.

Coaching total matched 2014 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015)

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles in the Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	121	51	70	41	60	2	4	7	4	1	2
Good	55	19	36	16	23	3	4	0	8	0	1
Satisfactory	7	2	5	1	2	1	2	0	1	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	2	1	1	1	0	0	1	0	0	0	0
REPRIMANDS	2	2	0	2	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes evaluations for M/C < SG39, Admin. I through VI and a few A&R evals. "Superior" category added for A&R.

Members of the SUOAF bargaining unit who have received continuing appointment only receive an evaluation once every two years

OCCUPATIONAL CATEGORY: EEO-4 - Secretarial Clerical

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

3/22/2016 11:21

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	OTHER MALE	OTHER FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	47	3	44	1	35	0	4	2	5	0	0
Very Good	41	3	38	1	29	1	3	1	5	0	1
Good	9	3	6	1	4	1	1	0	1	1	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	1	1	0	0	0	1	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	2	1	1	0	0	1	0	0	1	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note:

CCSU Exit Questionnaire

Created by Administrator 32, 2011

Powered by SurveyMonkey

21

Total Responses

Date Created: Tuesday, June 28, 2011

Complete Responses: 20

Q4: Employment Category/Appointment Type

Answered: 21 Skipped: 0

AAUP Faculty						Total
Please select one	Special Appointment (temp.)	Tenure Track	Tenured	Defined Term Appointment (coach)		
	0.00%	0.00%	100.00%	0.00%	0	10
	0	0	10	0		
SUOAF Administrative Faculty						Total
Please select one	Temporary Appointment	Term Appointment	Continuing Appointment			
	16.67%	50.00%	33.33%		1	3
	1	3	2			6
Classified						Total
Please select one	Administrative Clerical	Administrative & Residual	Engineering & Scientific	Maintenance	Protective Services	
	100.00%	0.00%	0.00%	0.00%	0.00%	4
	4	0	0	0	0	
Management/Confidential						Total
Please select one	Non-Temporary Appointment	Temporary Appointment				
	100.00%	0.00%				

Q5: Gender

Answered: 21 Skipped: 0

Answer Choices	Responses	
Male	33.33%	7
Female	66.67%	14
Total		21

Q6: Length of CCSU service

Answered: 21 Skipped: 0

Answer Choices	Responses	
Under 5 years	28.57%	6
5 - 9 years	9.52%	2
10 - 15 years	4.76%	1
16 - 19 years	4.76%	1
20 - 25 years	19.05%	4
26+ years	33.33%	7
Total		21

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Q7: Would you work for CCSU again in the future?

Answered: 21 Skipped: 0

Answer Choices	Responses	
Yes	80.95%	17
No	19.05%	4
Total		21

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

Answered: 21 Skipped: 0

Answer Choices	Responses	
Yes	95.24%	20
No	4.76%	1
Total		21

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Q9: Did the job meet your expectations?

Answered: 21 Skipped: 0


Answer Choices	Responses	
Yes	90.48%	19
No	9.52%	2
Total		21

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

Answered: 21 Skipped: 0

Answer Choices	Responses	
Salary/Wage	9.52%	2
Employment conditions	9.52%	2
Promotional opportunity	19.05%	4
Work location/relocation	4.76%	1
Workplace culture and values	14.29%	3
Family/Childcare reasons	9.52%	2
Health-related reasons	9.52%	2
Retirement	57.14%	12
End of contract	4.76%	1
Lack of advancement opportunities	0.00%	0
Other (please specify)	23.81%	5

Powered by  Total Respondents: 21

Q11: Overall Experience

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Your overall work experience	40.00% 8	55.00% 11	0.00% 0	0.00% 0	5.00% 1	20	4.25

Q12: Job/Role

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Definition of your role and responsibilities	60.00% 12	35.00% 7	0.00% 0	5.00% 1	0.00% 0	20	4.50
The nature of the work required in your role	60.00% 12	40.00% 8	0.00% 0	0.00% 0	0.00% 0	20	4.60
Opportunities for advancement and development	35.00% 7	30.00% 6	15.00% 3	20.00% 4	0.00% 0	20	3.80
Evaluation/Performance Review process	35.00% 7	25.00% 5	20.00% 4	0.00% 0	20.00% 4	20	3.55
Ability to provide input into issues that affected your job	35.00% 7	30.00% 6	20.00% 4	5.00% 1	10.00% 2	20	3.75

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Q13: Terms & Conditions

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Salary	50.00% 10	30.00% 6	10.00% 2	10.00% 2	0.00% 0	20	4.20
Fringe benefits	75.00% 15	20.00% 4	5.00% 1	0.00% 0	0.00% 0	20	4.70
Work Schedule	70.00% 14	30.00% 6	0.00% 0	0.00% 0	0.00% 0	20	4.70
Access to flexible working arrangements	65.00% 11	20.00% 4	20.00% 4	5.00% 1	0.00% 0	20	4.25
Office/Work space	40.00% 8	60.00% 10	5.00% 1	5.00% 1	0.00% 0	20	4.25
On-Campus Health & Fitness Opportunities	30.00% 6	20.00% 4	40.00% 8	10.00% 2	0.00% 0	20	3.70
Geographic location	57.89% 11	21.05% 4	21.05% 4	0.00% 0	0.00% 0	19	4.37

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Q14: Interpersonal Relationships

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Relationship with immediate supervisor	55.00% 11	25.00% 5	10.00% 2	5.00% 1	5.00% 1	20	4.20
Relationship with coworkers in your department	70.00% 14	20.00% 4	0.00% 0	5.00% 1	5.00% 1	20	4.45
Relationship with faculty & staff in other departments	70.00% 14	30.00% 6	0.00% 0	0.00% 0	0.00% 0	20	4.70
Relationship with the administration	20.00% 4	40.00% 8	30.00% 6	5.00% 1	5.00% 1	20	3.65

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Q15: Training & Development

Answered: 19 Skipped: 2

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Orientation	42.11% 8	42.11% 8	10.53% 2	5.26% 1	0.00% 0	19	4.21
On the Job training	36.84% 7	47.37% 9	15.79% 3	0.00% 0	0.00% 0	19	4.21
Training and development opportunities	42.11% 8	47.37% 9	5.26% 1	5.26% 1	0.00% 0	19	4.26
Access to training programs	52.63% 10	31.58% 6	10.53% 2	5.26% 1	0.00% 0	19	4.32

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Q16: Immediate Supervisor/Management

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Communication of strategic direction and policy	50.00% 10	20.00% 4	10.00% 2	10.00% 2	10.00% 2	20	3.80
Feedback on your performance	60.00% 10	25.00% 5	15.00% 3	5.00% 1	5.00% 1	20	4.10
Communication of decisions and issues affecting you	55.00% 11	20.00% 4	10.00% 2	5.00% 1	10.00% 2	20	4.05
Competence of your immediate supervisor	55.00% 11	15.00% 3	20.00% 4	5.00% 1	5.00% 1	20	4.10

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Q17: Workplace Culture

Answered: 20 Skipped: 1

	Extremely satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Extremely dissatisfied	Total	Weighted Average
Culture of supporting faculty & staff to develop and reach their potential	30.00% 6	60.00% 10	10.00% 2	10.00% 2	0.00% 0	20	4.00
Culture of respecting individual differences	50.00% 10	30.00% 6	15.00% 3	5.00% 1	0.00% 0	20	4.25
Culture of providing a workplace free of harassment and bullying	60.00% 12	25.00% 5	0.00% 0	5.00% 1	10.00% 2	20	4.20

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