

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.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotion goals for the period of August 1, 2016 through July 31, 2017.

EXECUTIVE/ADMINISTRATIVE

Hiring

1 White Female
2 Black Females
1 AAIANHNPI Male
1 AAIANHNPI Female

Promotional

None

FACULTY

PROFESSOR

Hiring

1 White Female

Promotional

12 White Females
7 AAIANHNPI Males

ASSOCIATE PROFESSOR

Hiring

1 Black Male
3 Black Females
2 Hispanic Females
1 AAIANHNPI Female

Promotional

2 Black Females
1 Hispanic Female
1 AAIANHNPI Female

ASSISTANT PROFESSOR

Hiring

1 White Male
3 White Females
2 Hispanic Males
1 AAIANHNPI Female

Promotional

None

COACHING

Hiring

2 Black Females
1 Hispanic Male
1 Hispanic Female
1 AAIANHNPI Male

Promotional

None

PROFESSIONAL/NON-FACULTY

Hiring

3 White Males
2 Black Females
4 AAIANHNPI Males
3 AAIANHNPI Females

Promotional

None

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring

5 White Males
1 AAIANHNPI Female

Promotional

1 Hispanic Female

SECRETARIAL CLERICAL/SECRETARY 2

Hiring

1 White Female
1 Black Male

Promotional

None

TECHNICAL/PARAPROFESSIONAL

Hiring

3 White Females
1 Black Male
1 Hispanic Female

Promotional

None

PROTECTIVE SERVICES

Hiring

4 White Males
1 White Female
1 Hispanic Female

Promotional

None

SKILLED CRAFTS

Hiring

1 Black Male

Promotional

None

1 Hispanic Male

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring

1 White Female

1 Hispanic Male

2 Hispanic Females

1 AAIANHNPI Male

Promotional

1 White Female

1 Hispanic Male

SERVICE MAINTENANCE/CUSTODIANS

Hiring

3 Black Males

2 Black Females

1 Hispanic Male

1 AAIANHNPI Male

Promotional

None

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO1 - Executive Administrative
 POSITION CLASSIFICATION (25+): OFFICIAL ADMINISTRATOR (ALL TITLES)

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	55.6%	44.4%	38.9%	38.9%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%	A	
FINAL AVAILABILITY BASE %	100.0	47.3	52.7	38.6	41.3	3.9	5.9	2.6	3.1	2.2	2.4	B	
WORKFORCE NUMBERS	36	20	16	14	14	5	0	1	2	0	0	C	
WORKFORCE PARITY NUMBERS		17.0	19.0	13.9	14.9	1.4	2.1	0.9	1.1	0.8	0.9	D	
NET UTILIZATION (+/-)		3.0	-3.0	0.1	-0.9	3.6	-2.1	0.1	0.9	-0.8	-0.9	E	
PREVIOUS UTILIZATION***		4.7	-4.7	1.9	-2.6	3.6	-2.1	0.1	0.8	-0.9	-0.9	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	6	1	5	0	2	0	2	0	0	1	1	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	1	4	0	1	0	2	0	0	1	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): PROFESSOR

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	62.9%	37.1%	46.9%	28.9%	4.1%	2.6%	5.7%	1.5%	6.2%	4.1%	A
WORKFORCE PARITY %	100.0	58.6	41.4	45.0	35.4	2.3	1.5	1.5	1.5	9.7	3.0	B
WORKFORCE NOS.	194	122	72	91	56	8	5	11	3	12	8	C
WORKFORCE PARITY NOS.		113.7	80.3	87.3	68.7	4.5	2.9	2.9	2.9	18.8	5.8	D
NET UTILIZATION (+/-)		8.3	-8.3	3.7	-12.7	3.5	2.1	8.1	0.1	-6.8	2.2	E
PREVIOUS UTILIZATION		7.5	-7.5	4.2	-11.5	3.8	2.1	5.8	0.3	-6.3	1.5	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	17	6	11	0	11	0	0	0	6	0	J
	CURRENT PLAN PROMOTIONS	11	6	5	5	4	0	0	1	0	1	K
	CURRENT PLAN GOALS	19	7	12	0	12	0	0	0	0	7	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O
NOTE:												

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): ASSOCIATE PROFESSOR

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	58.0%	42.0%	44.3%	35.9%	2.3%	1.5%	1.5%	1.5%	9.9%	3.1%	A	
WORKFORCE PARITY %	100.1	51.0	49.1	37.8	35.4	2.8	5.0	1.4	4.0	8.9	4.7	B	
WORKFORCE NOS.	131	76	55	58	47	3	2	2	2	13	4	C	
WORKFORCE PARITY NOS.		66.8	64.3	49.5	46.4	3.7	6.6	1.8	5.2	11.7	6.2	D	
NET UTILIZATION (+/-)		9.2	-9.3	8.5	0.6	-0.7	-4.6	0.2	-3.2	1.3	-2.2	E	
PREVIOUS UTILIZATION		6.2	-6.2	6.3	5.8	-2.2	-5.3	1.0	-4.0	1.1	-2.7	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	9	1	8	0	0	1	3	0	3	0	2	G
	CURRENT PLAN HIRES	6	1	5	1	5	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	1	6	0	0	1	3	0	2	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	5	1	4	0	0	1	2	0	1	0	1	J
	CURRENT PLAN PROMOTIONS	5	3	2	2	1	1	0	0	0	0	1	K
	CURRENT PLAN GOALS	4	0	4	0	0	0	2	0	1	0	1	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	49.0%	51.0%	35.3%	35.3%	2.9%	5.9%	1.0%	4.9%	9.8%	4.9%	A	
WORKFORCE PARITY %	100.0	47.3	52.7	35.8	38.1	2.8	5.1	2.8	3.4	5.8	6.2	B	
WORKFORCE NOS.	102	50	52	36	36	3	6	1	5	10	5	C	
WORKFORCE PARITY NOS.		48.2	53.8	36.5	38.9	2.9	5.2	2.9	3.5	5.9	6.3	D	
NET UTILIZATION (+/-)		1.8	-1.8	-0.5	-2.9	0.1	0.8	-1.9	1.5	4.1	-1.3	E	
PREVIOUS UTILIZATION		5.5	-5.5	1.3	-7.1	1.1	0.8	-1.5	1.6	4.6	-1.0	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	10	2	8	0	7	0	0	2	0	0	1	G
	CURRENT PLAN HIRES	20	7	13	7	10	0	1	0	0	0	2	H
	CURRENT PLAN GOALS	7	3	4	1	3	0	0	2	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO2 - FACULTY
 POSITION CLASSIFICATION (25+): COACHING

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	71.4%	28.6%	54.3%	28.6%	17.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	72.8	27.2	54.1	20.6	14.8	5.2	1.9	0.9	1.8	0.7	
WORKFORCE NOS.	35	25	10	19	10	6	0	0	0	0	0	
WORKFORCE PARITY NOS.		25.5	9.5	18.9	7.2	5.2	1.8	0.7	0.3	0.6	0.2	
NET UTILIZATION (+/-)		-0.5	0.5	0.1	2.8	0.8	-1.8	-0.7	-0.3	-0.6	-0.2	
PREVIOUS UTILIZATION		-1.0	1.0	1.8	2.1	-1.5	-0.6	-0.6	-0.2	-0.7	-0.3	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	0	0	2	1	1	0	1	1
	CURRENT PLAN HIRES	8	6	2	3	2	3	0	0	0	0	0
	CURRENT PLAN GOALS	5	2	3	0	0	0	2	1	1	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE:												

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**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EE03 - PROFESSIONAL NON-FACULTY
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	42.2%	57.8%	33.6%	44.4%	3.6%	5.4%	4.0%	6.3%	0.9%	1.8%	A	
WORKFORCE PARITY %	100.0	42.6	57.4	35.0	43.8	3.2	6.4	2.1	4.4	2.5	2.9	B	
WORKFORCE NOS.	223	94	129	75	99	8	12	9	14	2	4	C	
WORKFORCE PARITY NOS.		95.0	128.0	78.1	97.7	7.1	14.3	4.7	9.8	5.6	6.5	D	
NET UTILIZATION (+/-)		-1.0	1.0	-3.1	1.3	0.9	-2.3	4.3	4.2	-3.6	-2.5	E	
PREVIOUS UTILIZATION		-3.6	3.6	-5.0	4.3	1.1	-2.0	4.2	5.5	-4.1	-4.2	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	15	9	6	5	0	0	2	0	0	4	4	G
	CURRENT PLAN HIRES	15	8	7	6	7	0	0	2	0	0	0	H
	CURRENT PLAN GOALS	12	7	5	3	0	0	2	0	0	4	3	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO4 - CLERICAL
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT SECRETARY 2

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	16.4%	83.6%	3.6%	54.5%	5.5%	20.0%	5.5%	9.1%	1.8%	0.0%	A	
WORKFORCE PARITY %	100.1	18.2	81.9	12.1	55.1	3.4	14.4	2.0	10.1	0.7	2.4	B	
WORKFORCE NOS.	55	9	46	2	30	3	11	3	5	1	0	C	
WORKFORCE PARITY NOS.		10.0	45.0	6.7	30.3	1.9	7.9	1.1	5.6	0.4	1.3	D	
NET UTILIZATION (+/-)		-1.0	1.0	-4.7	-0.3	1.1	3.1	1.9	-0.6	0.6	-1.3	E	
PREVIOUS UTILIZATION		0.2	-0.2	-3.8	0.9	1.5	-1.1	2.3	1.6	0.2	-1.6	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	7	4	3	4	0	0	1	0	0	0	2	G
	CURRENT PLAN HIRES	5	0	5	0	2	0	3	0	0	0	0	H
	CURRENT PLAN GOALS	6	5	1	5	0	0	0	0	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO4 - CLERICAL
 POSITION CLASSIFICATION (25+): ADMINISTRATIVE ASSISTANT

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	3.5	96.5	2.7	76.1	0.5	11.1	0.3	7.5	0.1	1.8	B	
WORKFORCE NOS.	0	0	0	0	0	0	0	0	0	0	0	C	
WORKFORCE PARITY NOS.		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D	
NET UTILIZATION (+/-)		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	E	
PREVIOUS UTILIZATION		0.3	-0.3	0.4	0.2	-0.1	-0.4	0.0	0.5	0.0	-0.5	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	0	0	1	0	0	0	1	G
	CURRENT PLAN HIRES	1	0	1	0	0	0	1	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: No goals established as this category was consolidated into they all titles category due to reduced workforce.													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO4 - CLERICAL
 POSITION CLASSIFICATION (25+): SECRETARY 2

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	2.4%	97.6%	2.4%	71.4%	0.0%	11.9%	0.0%	11.9%	0.0%	2.4%	A
WORKFORCE PARITY %	100.1	4.7	95.4	2.5	73.0	1.6	11.4	0.4	9.5	0.1	1.4	B
WORKFORCE NOS.	42	1	41	1	30	0	5	0	5	0	1	C
WORKFORCE PARITY NOS.		2.0	40.1	1.1	30.7	0.7	4.8	0.2	4.0	0.0	0.6	D
NET UTILIZATION (+/-)		-1.0	0.9	-0.1	-0.7	-0.7	0.2	-0.2	1.0	0.0	0.4	E
PREVIOUS UTILIZATION*		-0.7	0.7	0.1	0.1	-0.6	0.4	-0.1	0.2	0.0	0.1	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	0	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	7	0	7	0	4	0	1	0	2	0	H
	CURRENT PLAN GOALS	2	1	1	0	1	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O
NOTE:												

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EE05 - TECHNICAL PARAPROFESSIONAL
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	41.2%	58.8%	23.5%	29.4%	0.0%	11.8%	17.6%	5.9%	0.0%	11.8%	A	
WORKFORCE PARITY %	100.0	27.4	72.6	19.5	48.5	4.6	12.9	2.3	7.9	1.1	3.2	B	
WORKFORCE NOS.	17	7	10	4	5	0	2	3	1	0	2	C	
WORKFORCE PARITY NOS.		4.7	12.3	3.3	8.2	0.8	2.2	0.4	1.3	0.2	0.5	D	
NET UTILIZATION (+/-)		2.3	-2.3	0.7	-3.2	-0.8	-0.2	2.6	-0.3	-0.2	1.5	E	
PREVIOUS UTILIZATION		2.0	-2.0	0.7	-2.7	-0.9	-0.2	2.6	-0.5	-0.5	1.4	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	6	2	4	0	3	1	0	0	1	1	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: Collective goal established for HF													

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: EEO6 - SKILLED CRAFT WORKERS
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	91.7%	8.3%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	97.6	2.4	74.0	1.5	10.1	0.4	11.4	0.5	2.1	0.1	B	
WORKFORCE NOS.	12	11	1	11	1	0	0	0	0	0	0	C	
WORKFORCE PARITY NOS.		11.7	0.3	8.9	0.2	1.2	0.0	1.4	0.1	0.3	0.0	D	
NET UTILIZATION (+/-)		-0.7	0.7	2.1	0.8	-1.2	0.0	-1.4	-0.1	-0.3	0.0	E	
PREVIOUS UTILIZATION		-0.7	0.7	2.3	0.8	-1.2	0.0	-1.4	0.0	-0.5	0.0	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	3	3	0	0	0	1	0	1	0	1	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	2	2	0	0	0	1	0	1	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO7 - SERVICE/MAINTENANCE
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT CUSTODIANS

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	97.6%	2.4%	81.0%	2.4%	9.5%	0.0%	7.1%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	89.8	10.2	66.6	6.4	8.9	0.4	12.5	3.5	1.7	0.1	B	
WORKFORCE NOS.	42	41	1	34	1	4	0	3	0	0	0	C	
WORKFORCE PARITY NOS.		37.7	4.3	28.0	2.7	3.7	0.2	5.3	1.5	0.7	0.0	D	
NET UTILIZATION (+/-)		3.3	-3.3	6.0	-1.7	0.3	-0.2	-2.3	-1.5	-0.7	0.0	E	
PREVIOUS UTILIZATION		3.2	-3.2	6.0	-1.9	-0.5	-0.1	-0.9	-1.2	-1.3	0.0	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	5	3	2	0	1	1	0	1	1	1	0	G
	CURRENT PLAN HIRES	4	4	0	3	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	2	3	0	1	0	0	1	2	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	2	1	1	0	1	0	0	1	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
UTILIZATION ANALYSIS**

AGENCY: CCSU
 CATEGORY OR CLASS: EEO 7 - SERVICE/MAINTENANCE
 POSITION CLASSIFICATION (25+): CUSTODIANS

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	63.3%	36.7%	43.3%	23.3%	3.3%	0.0%	16.7%	13.3%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	70.6	29.4	37.3	11.5	11.9	5.5	18.9	11.9	2.5	0.5	B	
WORKFORCE NOS.	30	19	11	13	7	1	0	5	4	0	0	C	
WORKFORCE PARITY NOS.		21.2	8.8	11.2	3.5	3.6	1.7	5.7	3.6	0.8	0.2	D	
NET UTILIZATION (+/-)		-2.2	2.2	1.8	3.5	-2.6	-1.7	-0.7	0.4	-0.8	-0.2	E	
PREVIOUS UTILIZATION		-2.8	2.8	0.9	4.7	-2.1	-1.6	-0.7	0.2	-1.0	-0.4	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	0	0	2	2	1	0	1	0	G
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	5	2	0	0	3	2	1	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU
 CATEGORY OR CLASS: PROTECTIVE SERVICE
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2016
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	WHITE		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	90.0%	10.0%	45.0%	5.0%	20.0%	5.0%	25.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	84.1	15.9	64.6	8.5	10.2	3.7	8.4	3.2	0.9	0.4	B	
WORKFORCE NOS.	20	18	2	9	1	4	1	5	0	0	0	C	
WORKFORCE PARITY NOS.		16.8	3.2	12.9	1.7	2.0	0.7	1.7	0.6	0.2	0.1	D	
NET UTILIZATION (+/-)		1.2	-1.2	-3.9	-0.7	2.0	0.3	3.3	-0.6	-0.2	-0.1	E	
PREVIOUS UTILIZATION		1.4	-1.4	-3.5	-0.7	1.8	0.1	3.5	-0.6	-0.4	-0.2	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	7	5	2	4	1	0	0	0	1	1	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:													

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