

# **AFFIRMATIVE ACTION PROGRAM**

**FOR**

## **CT State Community College Capital-East Region**

**Dr. John Maduko**

President, CT State Community College

**Dr. John Paul Chaisson-Cardenas**

VP of Diversity, Equity and Inclusion  
Equal Employment Opportunity Officer

**For the Reporting Period:  
July 1, 2021 - June 30, 2022**

**Submitted: October 31, 2022**

Previous Affirmative Action Plan  
CHRO Review



**State of Connecticut**  
**Commission on Human Rights and Opportunities**

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

*Promoting Equality and Justice for all People*

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**SENT VIA EMAIL**

January 18, 2022

Dr. Robert Steinmetz III, CSCU Regional President  
Connecticut State Community College Capital-East Region  
SSCL 143  
PO Box 1046  
Manchester, CT 06045-1046

**RE: 2021 Affirmative Action Plan - APPROVED**

Dear Dr. Steinmetz:

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 Connecticut State Community College Capital-East Region on October 30, 2021. The Commission at its regular meeting on January 12, 2022 voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING is October 30, 2022.**

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

For technical assistance or if you have any questions you may contact Neva Elaine Vigezzi, Supervisor, Affirmative Action Unit at 860-541-4706

Sincerely,

Tanya A. Hughes  
Executive Director

Attachment

C: Kimberly Carolina, Manager of Equal Employment Opportunity  
Nicholas D'Agostino, Director of Equal Employment Opportunity  
Neva Elaine Vigezzi, Supervisor, Affirmative Action Unit



# State of Connecticut Commission on Human Rights and Opportunities

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

*Promoting Equality and Justice for all People*

## PROPOSED AFFIRMATIVE ACTION PLAN

### Connecticut State Community College Capital-East Region AGENCY

#### REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

#### INTRODUCTION

#### SECTION 46a-68-102. STANDARD OF REVIEW

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

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

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

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

Connecticut State Community College Capital-East Region

SECTION 46a-68-78. Policy Statement

PREVIOUS SUBMISSION:

This is the first filing of the Connecticut State Community College Capital-East Region's affirmative action plan. This plan is a consolidation of Capital, Manchester, Middlesex, Quinebaug Valley, and Three Rivers Community Colleges.

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-79. Internal Communication

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-80. External Communication and Recruitment Strategies

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

PROPOSALS/RECOMMENDATIONS:

The Connecticut State Community College Capital-East Region needs to review its SBE / MBE goal setting to determine if it will be establishing goals as a region or continue with SBE / MBE goal setting for the five individual colleges.

SECTION 46a-68-81. Assignment of Responsibility and Monitoring

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-82. Organizational Analysis

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

Connecticut State Community College Capital-East Region

SECTION 46a-68-83. Work Force Analysis

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-84. Availability Analysis

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-85. Utilization Analysis and Hiring and Promotion Goals

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-86. Employment Analyses

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-87. Identification of Problem Areas

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-88. Program Goals

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

PROPOSALS/RECOMMENDATIONS:

In future filings, place this section after Section 46a-68-87 in the affirmative action plan.

Connecticut State Community College Capital-East Region

SECTION 46a-68-89. Discrimination Complaint Process

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-90. Goals Analysis

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-91. Upward Mobility

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-93. Innovative Programs

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

SECTION 46a-68-94. Concluding Statement

PRESENT SUBMISSION:

This section is \_\_\_\_\_ Deficient \_\_\_\_\_ Weak  X  In Compliance

CONCLUSION:

The proposed affirmative action plan submitted by the Connecticut State Community College Capital-East Region for the filing date of October 30, 2021 has been voted APPROVED.

# **CSCC CAPITAL EAST REGION**

## **AFFIRMATIVE ACTION PLAN**

**July 1, 2021 – June 30, 2022**

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Section 46a-68-78  
Policy Statement

## **Section 46a-68-78: POLICY STATEMENT**

Our strong commitment to Affirmative Action is explicitly stated in the document titled the Affirmative Action Policy Statement of the CT State Community College Capital-East Region, signed by President Robert Steinmetz III.

Also attached is the Connecticut State Colleges and Universities (CSCU)'s Affirmative Action/Equal Employment Opportunity Policy Statement adopted by the Board of Regents for Higher Education. Since the merging of Connecticut State University and Community College systems, the Connecticut State Colleges and Universities (CSCU) has a Policy Statement that provides a system-wide framework of affirmative action/equal employment opportunity that was approved by the Board of Regents.

## **Affirmative Action Policy Statement: CSCC Capital-East Region**

As the appointing authority for the CSCC Capital-East Region, I am fully committed to the achievement of the affirmative action goals and timetables set forth in this Affirmative Action Plan and urge all parts of the college community to assist us in achieving our goals. As a region, we acknowledge that affirmative action is an immediate and necessary college objective.

The goal of affirmative action is equal opportunity. It is the need and purpose of affirmative action to overcome the present effects of past practices or policies that may have created barriers to equal employment opportunity for all current and future employees. A policy of nondiscrimination was consistently applied without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of the CT Civil Air Patrol, victims of domestic violence and workplace hazards to reproductive systems. Unless the provisions of Section 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there are bona fide occupational qualifications excluding persons in one of the above protected groups.

We are fully committed to the principles and practices of affirmative action and equal opportunity in employment and provide our services in a fair and impartial manner. We continually examine the practices and promotion of employees with the express purpose of achieving our goal of a full representative workforce. The Region recognizes the hiring difficulties experienced by individuals with disabilities and by many older persons and will set program goals to address any problem areas identified.

Considering the dual role of affirmative action to provide an environment for the application of equal opportunity principles and to monitor the employment process to prevent instances of illegal discrimination from arising or existing, the following procedures are operative within the Region:

1. Every effort is made to recruit and hire protected group members reflective of their availability in the job market. An employment process is in place at the CSCC, which addresses the role affirmative action plays at each stage. A summary of Hiring Goals and Program Goals is included in the plan shall be posted with the College's Affirmative Action Policy Statement on all official bulletin boards.
2. Opportunities are made available to all employees for training, development, and advancement consistent with individual ability and performance.
3. Principles of equal opportunity and affirmative action will undergird decisions on promotions as a result of the institution strictly imposing only those requirements valid to the process.
4. Personnel decisions regarding transfer, reassignment, separation and termination encompasses the principles of equal opportunity and affirmative action to assure that members of any protected class will not be adversely impacted.

**Affirmative Action Policy Statement: CSCC Capital-East Region**

5. All educational programs and student support services are administered in a manner which do not adversely impact students because of age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, victims of domestic violence and workplace hazards to reproductive systems, or any other protected group recognized by local, state or federal laws and regulations.

Dr. John Paul Chaisson-Cardenas, Vice President for Diversity, Equity and Inclusion/Chief Diversity Officer, serves as the CSCC Capital-East Region's Equal Employment Opportunity Officer. His office is located at CT State, 185 Main Street, New Britain, CT 06051. I have delegated to him and/or his team the lead responsibility for all matters within the CSCC Capital-East Region related to affirmative action and equal employment opportunity. The CSCU System Office has an internal discrimination complaint process for employees who believe that they have been discriminated against. For further information regarding this process please contact Dr. Chaisson-Cardenas at 860-612-7056.

The Affirmative Action Policy Statement will be posted throughout the four campuses within the Region and distributed to all employees in accordance with statutory mandates.



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John Maduko, M.D.  
President  
CT State Community College

10/28/2022

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Date

**CONNECTICUT STATE COLLEGES AND UNIVERSITIES  
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY  
POLICY STATEMENT**

As the statewide policy making authority for public higher education in Connecticut, the Connecticut State Colleges and Universities (CSCU) is committed to leading, by example, in the areas of equal employment opportunity and affirmative action. Additionally, the Connecticut State Colleges and Universities has been charged by state statutes to promote representative racial and ethnic diversity among the students, faculty administrators and staff at public institutions of higher education. The Connecticut State Colleges and Universities (CSCU) policies also advances compliance with Title IX requirements and the Americans with Disabilities Act (ADA) at all Connecticut State Colleges and Universities. Equal employment opportunity and affirmative action are essential to achieving higher education's goals of academic excellence and equity.

The Connecticut State Colleges and Universities (CSCU) recognizes that affirmative action is positive action undertaken with diligence and conviction to:

- Overcome any remaining effects of past practices, policies or barriers to equal employment opportunity, and;
- Achieve the full and fair participation of all protected class members found to be underutilized in the workplace, or adversely impacted by policies or practices.

The Connecticut State Colleges and Universities (CSCU) deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, age, sex, (including sexual harassment, sexual assault, pregnancy and workplace hazards to reproductive systems), religious creed, marital status, national origin, ancestry, past or present history of mental disability, intellectual disability, learning disability, physical disability (including, but not limited to blindness), veteran status, Civil Air Patrol, gender identity or expression, sexual orientation, retaliation, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. CSCU will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Connecticut State Colleges and Universities (CSCU) will not discriminate against persons with a prior criminal conviction. Equal employment opportunity is the purpose and goal of affirmative action.

It is the policy of the Connecticut State Colleges and Universities to administer all personnel policies in manners that ensure that there is no discrimination. The Connecticut State Colleges and Universities recognizes the hiring difficulties experiences by persons with disabilities and by many older persons.

If necessary, program goals shall be established with the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome any remaining effects of past discrimination against these groups and to achieve full and fair participation of such persons in the workforce.

The Connecticut State Colleges and Universities shall explore alternative approaches wherever personnel practices have a negative impact on protected classes and establish procedures for the extra effort deemed necessary to assure that the recruitment and hiring of protected group members reflect their availability in the job market. To this end, the Connecticut State Colleges and Universities shall continuously review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have a discriminatory impact are identified and eliminated. Recognizing that there are residual effects of past discrimination, the CSCU pledges not only to provide services in a fair and impartial manner, but also establish, through this policy, affirmative action and

equal employment opportunity as immediate and necessary objectives throughout all of the Connecticut State Colleges and Universities.

The Connecticut State Colleges and Universities is committed to maintaining a work environment free from influence or prejudicial behavior and sexual harassment and a workplace in which all terms, conditions, privileges and benefits are administered in an equitable manner. The Connecticut State Colleges and Universities has an internal discrimination complaint procedure and system to process and resolve grievances.

Terrence Cheng, the President of the Connecticut State Colleges and Universities is committed to successfully implementing the Affirmative Action Plan and goals within timetables set forth. The President assures that all employees, especially managers and supervisors understand the policies and their responsibilities for implementing such and take positive steps to ensure compliance with the Affirmative Action Plan, AA/EEO policies, procedures, programs and also Americans with Disabilities Act (ADA) and Title IX requirements and mandates.

Nicholas D'Agostino, Director of Equal Employment Opportunity is the appointed Equal Employment Opportunity Officer for the Connecticut State Colleges and Universities System Office and reports directly to the President of the Connecticut State Colleges and Universities (CSCU) regarding all affirmative action, equal employment opportunity, diversity, inclusion, ADA and Title IX employment matters.

The Affirmative Action Plan is available to all members of the workforce and the CSCU System through the Human Resources Office, which is located at 61 Woodland Street, 3<sup>rd</sup> Floor, Hartford, CT 06105 or via the following website <https://www.ct.edu/hr/diversity>. Mr. D'Agostino can be reached by telephone at (860)-723-0727 or by email at [NDagostino@commnet.edu](mailto:NDagostino@commnet.edu).



6/30/2022

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Terrence Cheng  
President  
Connecticut State Colleges & Universities (CSCU)

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Date



**CONNECTICUT STATE COLLEGES AND UNIVERSITIES SYSTEM OFFICE  
AMERICANS WITH DISABILITIES ACT (ADA)  
POLICY STATEMENT**

The Connecticut State Colleges and Universities System Office (System Office) 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 System Office compliance with the non-discrimination requirements of Section 35.1067 of the Department of Justice regulations:

*Nicholas D'Agostino*  
*Director of Equal Employment Opportunity*  
[Ndagostion@commnet.edu](mailto:Ndagostion@commnet.edu)  
860-723-0727

Should you wish to notify us of barriers that may exist in equal access to any program, service, or activity offered by our office or to obtain information regarding the provisions of the Americans with Disabilities Act and your rights, you are encouraged to contact the ADA Coordinator 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.

A handwritten signature in black ink, appearing to read "Tom Choy".

CSCU President

November 10, 2021

Date

## **PROCEDURE FOR REQUESTING REASONABLE ACCOMMODATION UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)**

The Americans with Disabilities Act of 1990, as amended, 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 employee with a disability to enjoy equal employment opportunities. The CSCU System Office 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 System Office 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 System Office 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 System Office, the employee or job applicant must provide current documentation from a health care provider regarding the nature of the disability, its impact on a major life function, and need for accommodation.

The employee/job applicant seeking a reasonable accommodation must complete these forms and provide them to the HR generalist assigned to their campus or directly to the System Office’s ADA Coordinator: *Nicholas D’Agostino, Director of Equal Employment Opportunity*, via email at [Ndagostino@commnet.edu](mailto:Ndagostino@commnet.edu) or phone at 860-723-0727.



The request for accommodation should include current documentation from a health care provider (if required by the System Office) 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 an impairment, or is regarded as having such an 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 System Office 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 System Office 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 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 System Office 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.
- Ongoing monitoring to ensure the effectiveness of any approved ADA accommodation.

Any questions regarding this process should be directed to the System Office'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 System Office's internal complaint procedure as contained on the CSCU Human Resources forms page under Labor Relations or at [https://www.ct.edu/files/pdfs/LR\\_Complaint\\_Form\\_Fillable\\_2020.pdf](https://www.ct.edu/files/pdfs/LR_Complaint_Form_Fillable_2020.pdf).

**CONFIDENTIAL**

**REASONABLE ACCOMMODATION REQUEST FORM**

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

*Nicholas D'Agostino*  
*CSCU Director of Equal Employment Opportunity*  
NDagostino@commnet.edu  
860-723-0727

This form must be used by CSCU and CT State 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 System Office 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 System Office 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. Accommodations Requested (Be as specific as possible, for example adaptive equipment, reader, interpreter, training, schedule change, etc.):
2. Reason for the request (at this time, not disclose your diagnosis; explain your disability-related limitations and how this accommodation will help you do your job.):
3. Is this limitation permanent, temporary, unknown duration (please specify anticipated date, if applicable):

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 \_\_\_\_\_ the Connecticut State Colleges and Universities System Office 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 VP of HR

\_\_\_\_\_  
Date

## HEALTH CARE PROVIDER RELEASE FORM

I, \_\_\_\_\_ (employee/applicant), give \_\_\_\_\_ Connecticut State Colleges and Universities System Office permission to contact (health care provider). I understand the reason for this contact is to advise the System Office about my functional abilities and limitations in relation to my job functions. I understand that the System Office 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

Section 46a-68-79  
Internal Communication

## Section 46a-68-79: INTERNAL COMMUNICATION

This Affirmative Action Plan is considered a public document and is available for review and comment online <https://www.ct.edu/files/pdfs/Capital-East%20Region%20Affirmative%20Action%20Plan.pdf>. A physical copy can be made available for review by appointment at any time throughout the year to accommodate all of the different work schedules and staff teaching or working nights and weekends.

The Affirmative Action Policy statement and a summary of the goals and objectives of the AA Plan are sent electronically to all employees via email and are posted on bulletin boards throughout campuses in the region in prominent and accessible locations.

The Capital-East Region notifies its employees of their opportunity to review the Affirmative Action Plan, Policy Statement and Summary of Hiring and Promotional Goals and to provide comments after it has been reviewed by the Commission on Human Rights and Opportunities (CHRO). Written comments should be sent directly to Dr. John Paul Chaisson-Cardenas at [jchaisson-cardenas@commnet.edu](mailto:jchaisson-cardenas@commnet.edu) or Kimberly Carolina, Manager of Equal Employment Opportunity. Ms. Carolina can be reached at 860-723-0727 or [KCarolina@commnet.edu](mailto:KCarolina@commnet.edu) to coordinate a time to review and comment on the 2022 AA Plan. The region will maintain copies of all communications and comments received, including their receipt date.

No comments were received during the previous reporting period.

The Capital-East Region maintains, as required by the State Library records retention schedules for state agencies, copies of all affirmative action-related internal communications and comments received pursuant to subsection (b) of this section and notes the date such comments were received.

### *Additional Internal Communication for Capital-East Region*

The VP of Diversity and Equity and Inclusion and/or the members of the EEO Center of Excellence meet regularly with the regional leadership, e.g., CEOs on EEO/AA/Diversity matters throughout the year. They work with campus CEO's/Presidents and managers on matters, including but not limited to, the search and selection process, discrimination investigations, and ADA compliance.

The Manager of EEO and/or the CSCU Director of EEO meets with every search committee and participates in their search charge training. Topics covered during a search charge training include affirmative action, numerical goals, equal employment opportunity and bias. Additionally, the Manager of EEO frequently meets with hiring managers related to EEO/AA search compliance.

The EEO Center of Excellence continually meets with HR, Marketing, and regional leadership to ensure all materials, postings, and the websites are in compliance with relevant laws and regulations and are free from bias.

### *Diversity Training*

During the reporting period 166 employees from the region have received and completed diversity training.

During this reporting period, Talent and Recruitment launched a new employee orientation and this includes the state mandated diversity training. All new employees will receive the diversity training on their first date of hire.

### *Sexual Harassment Prevention Training*

During the reporting period 422 employees completed the online sexual harassment prevention training program.

## D'Agostino, Nicholas

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**From:** Steinmetz III, Robert R  
**Sent:** Thursday, February 24, 2022 8:26 AM  
**Cc:** Carolina, Kimberly B; Czarnota, Kathleen  
**Subject:** Capital-East Affirmative Action Plan Annual Notice

Dear Capital-East Region Colleagues,

I'm pleased to report that the first Connecticut Community College Capital-East Region affirmative action plan was approved by the Commission on Human Rights and Opportunities (CHRO) at their February 2022 meeting. The plan is a reflection of our commitment to equal employment opportunity and equal access to education, which are foundations to our work in higher education.

All employees have the right to a period of review and the opportunity to comment on the Plan. Any comments regarding the 2021 CSCC Capital-East Affirmative Action Plan should be sent to Kimberly Carolina, Manager of Equal Employment Opportunity via email at [kcarolina@commnet.edu](mailto:kcarolina@commnet.edu).

The regional affirmative action plan is available in print form in the Office of the Regional President upon request. Such requests, should be sent to Kathleen Czarnota via email at [KCzarnota@commnet.edu](mailto:KCzarnota@commnet.edu). Additionally, a full copy of the 2021 AA plan, the Region's Affirmative Action Policy Statement, a Summary of the objectives of the 2021 AA Plan, the agency's non-discrimination and sexual harassment prevention policies are available on the CSCU website using the following links:

1. [CSCC Capital-East Regional Affirmative Action Plan](#)
2. [CSCC Capital-East Regional Affirmative Action Plan Executive Summary](#)
3. [CSCC Capital-East Regional Affirmative Action Policy Statement](#)
4. [CSCC/CSCU Non-discrimination procedure](#)
5. [CSCC/CSCU Sexual Harassment Prevention/Sexual Misconduct Policy](#)

The current policy statement and grievance procedures regarding affirmative action and equal employment opportunity can be also be found on the bulletin boards located near Human Resources.

Questions or comments on the Affirmative Action Plan, the noted policies and/or the discrimination complaint procedure can be directed to Ms. Kimberly Carolina, Manager of Equal Employment Opportunity at [kcarolina@commnet.edu](mailto:kcarolina@commnet.edu). Ms. Carolina serves as the Equal Employment Opportunity Officer for the Capital-East Region. Any and all comments should be made by June 30, 2021.

Sincerely,

Rob Steinmetz, Ed.D.  
Pronouns: he, him, his  
*Regional President*  
*Capital-East Region*  
*Connecticut Community Colleges*  
Phone: 860-723-0624  
Email: [steinmetzr@ct.edu](mailto:steinmetzr@ct.edu)

## D'Agostino, Nicholas

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**From:** CSCU-Announcement  
**Sent:** Saturday, January 9, 2021 6:04 PM  
**Subject:** MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING REMINDER

Dear Colleagues,

Hello and Happy New Year! The Connecticut Commission on Human Rights and Opportunities (CHRO) has extended the deadline for completion of the Sexual Harassment Prevention training to 2/9/21. As a reminder, this is state-mandated training for both full-time and part-time employees as required in the state's Time's Up Act and is available online to all CSCU employees in [FirstNet](#) as course HV09 Harassment Prevention for CT Employees until 1/14/21. On 1/15/21, CSCU will be transitioning to a new learning management system called NEOGOV LEARN. The same HV09 Harassment Prevention for CT Employees course will be available in LEARN. CSCU employees will soon receive a welcome email to LEARN with a link to initiate your log in credentials along with additional new user information. Please do not disregard this email.

**FOR YOUR AWARENESS...if you started but have not yet completed course HV09 in FirstNet, you are strongly encourage to do so on or before 1/14/21. If not, you will be required to begin the module anew due to the 1/15/21 transition to NEOGOV LEARN. For those having to restart the course, the deadline remains 2/9/21. For those who have completed it, nothing further is required. Your course completion will transition into the LEARN platform.**

Completion of the course will take approximately 2 hrs and can be done in multiple sessions. Student workers are receiving sexual harassment prevention training in a different LMS called "Not Anymore" and need not take the HV09 training module.

Many CSCU employees took the opportunity to complete this training during the fall 2020 term and we thank Training Administrators in facilitating its completion. We strongly encourage those CSCU employees who have not yet completed this training to do so as soon as possible but no later than 2/9/21.

[CSCU Employee Training Center \(firstnetcampus.com\)](http://firstnetcampus.com)

[Sexual Harassment Prevention Resources \(ct.gov\)](http://ct.gov)

Thank you.

HR Shared Services



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**From:** Carolina, Kimberly B <[KCarolina@commnet.edu](mailto:KCarolina@commnet.edu)>

**Sent:** Wednesday, October 13, 2021 4:07 PM

**To:**

**Subject:** State Mandated Diversity Training

Dear

Our records show that you have not completed the State of CT mandated 3-hour Diversity Training program. The State of Connecticut requires that all State employees receive a 3-hour Diversity Training.

The CSCC/CSCU is in the process of achieving compliance with this training requirement. This training is also aligned with our values and mission to foster and support our diverse educational and workplace environments. Through this training you will gain an understanding of:

- ✓ Civil rights and hate crime laws and protections for employees and students.
- ✓ How discrimination can occur in the workplace.
- ✓ Standards for working with and serving people from diverse backgrounds.
- ✓ Strategies for addressing differences that may arise in a diverse work environment.

If you are receiving this and have previously completed this training mandate, please use the following attestation form to identify the details regarding your training:

<https://forms.office.com/Pages/ResponsePage.aspx?id=ePidZ3onakmsjdmeWGBt2bJXZEpyXMhCuzmQ6Iq1zHFUMUxNUIQ3UjYwTENBUDhNWU9LUFdWtk01Ri4u>

#### **HOW TO REGISTER FOR OUR EVENT**

Please use the following information below to register for the training session. Please be advised that this is a two part training starting with a 2 hour web based session conducted by the Equal Employment Opportunity Center of Excellence followed by an online module through NEOGOV. The link for the NEOGOV online module will not be sent until the employee has completed the two hour training with the EEO Center of Excellence.

**Registration is limited to 30 participants per session, so please register ahead in the new Training Event Manager: <https://events.dudesolutions.com/ct/>**

Below are the steps on how to register:

1. Find the appropriate date and time of the session that works for your schedule.
2. Click the ticket to begin the registration
3. Click the registration button and enter a "1" for yourself in the Quantity field.
4. Click on Submit to proceed.
5. Complete the required fields, being sure to use your **college email address** for the registration, and then click on the Submit button.
6. Review what you have entered, then click on the Confirm button when ready.

If you have any questions, please do not hesitate to contact me via email at [ndagostino@commnet.edu](mailto:ndagostino@commnet.edu).

**CSCU** Search Charge Meeting

Welcome, and thank you for agreeing to serve on a CSCU Search Committee!

**THANK YOU**

1

**CSCU** Search Charge Meeting

**CONFIDENTIALITY**

Confidentiality agreement

- Included in your invite to the charge was the Confidentiality Form, this form needs your signature and returned to the Recruitment Specialist. (Resumes cannot be released until all committee member forms are completed and on file)
- Committee meeting discussions and applicant materials are strictly confidential and should not be shared with individuals outside of the search committee, hiring manager, and human resources.
- FOIA

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**CSCU** Search Charge Meeting

**UNCONSCIOUS BIAS**

Unconscious Bias

- Also included in your invite to the charge was the Unconscious Bias document.
- We all come to the table with positive and negative biases, stereotypes, and assumptions.
- Ask yourself why you are favoring or eliminating a candidate.
- Remind yourself that when we hire someone with a different background and mindset, we increase creativity and different approaches to problems and projects.
- As diverse search committees, it is important we work together to select the best candidates.
- Conflicts of interest

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**AND REPEAT AFTER ME:**

**NO MATTER HOW OPEN-MINDED, SOCIALLY CONSCIOUS, ANTI-RACIST I THINK I AM, I STILL HAVE OLD, LEARNED HIDDEN BIASES THAT I NEED TO EXAMINE.**

**IT IS MY RESPONSIBILITY TO CHECK MYSELF DAILY FOR MY STEREOTYPES, PREJUDICE AND, ULTIMATELY, DISCRIMINATION.**

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**CSCU** Search Charge Meeting

**Step 1: Committee Meetings**

Coordinate search schedule:

- What dates and times are we planning to meet to...
  - Draft interview questions and preferred responses?
  - Review applications to determine qualified applicants to interview?
  - Interview qualified applicants?
  - Meet as a committee to agree on candidate(s) to recommend to Hiring Manager? Create Strengths/Weaknesses chart
  - Remember to document all decisions for the file


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**Job Description** **VS** **Job Announcement**

- A written narrative that describes the general tasks and essential functions, or other related duties and responsibilities of a position.
- Will establish a solid set of expectations for employers to communicate to their employees.
- Expectations for employees also helps employers properly evaluate performance.
- Generally more detailed than the job announcement

- Describes the position information including the title, salary, duties, qualification requirements, closing date, and application procedures.
- First point of contact that a new employee makes.
- Add preferred qualifications that are an extension of the minimum requirements.
- Should be quantifiable qualifications that the committee can use as guidelines for applicant review.

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CSCU Search Charge Meeting 

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### Step 2: Developing Interview Questions/ and preferred responses

While the position is posted, the committee will create interview questions and preferred responses. The Chair will submit them for approval to the Diversity and Inclusion Manager and Recruitment Specialist. It is recommended to have questions approved prior to the positions closing date, so that the committee can begin to review resumes immediately following the closing.

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CSCU Search Charge Meeting

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### Why The Interview Questions Matter

Interview questions provide search committees the ability to:

- Quantify knowledge, skills, and abilities (KSAs) to identify which candidates can fulfill the essential functions of the position
- Address key priorities in the field/work/duties
- Identify candidates' ability to work within a diverse environment (e.g., race, experience, socio-economic, disability, gender, sexual orientation, religion, etc.)



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CSCU Search Charge Meeting

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### The Questions Must...

- Be intentional and purposeful
- Reflect the job duties/description
- Have quantifiable responses that can be evaluated across candidates
- Be both technical and experiential
- Be open ended
- Be free from bias

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CSCU Search Charge Meeting 

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### How to Build the Question

- The most important part of the process is to review the job description and correctly identify the essential functions of the position.
- Identify the KSAs that are necessary to fulfill each essential function
- Develop open ended questions to determine if a candidate possesses the necessary KSAs to fulfill the essential functions
- Use situational based questions to capture soft skills needed for the position
- Where practicable, incorporate opportunities for candidates to include examples of their experience(s) as it relates to the position

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CSCU Search Charge Meeting

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### Why the Preferred Answers Matter?

- Minimize bias in the interviews by evaluating a candidate based on their KSAs and not on their being a *good fit*
- They provide measurable and quantifiable answers for each interview question
- Are written to satisfy the KSAs
- Are directly related to the question asked
- Establish an equitable criteria for all candidates

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CSCU Search Charge Meeting

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### How to Build a Preferred Answer

- Put yourself in the shoes of the interviewee
- Consider what do you hope to gain by asking the question
- Create a bulleted list of the responses that you are *specifically* looking for in meeting the KSAs. Be as specific as you can be!
- Convert the list into quantifiable and measurable responses – remove subjectivity
  - Ex: Tell us your definition of diversity.
    - Poor response:* candidate discusses diversity.
    - Preferred response:* Candidate provides at least four identities in their response(e.g., race, religion, socio-economic, disability, gender, sexual orientation, first generation, veteran).

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**EXAMPLE** Veterans Services Associate


- **Essential Function:** Coordinate with appropriate college departments for testing, academic advising, financial aid, campus life, and student support services and other departments for the success and retention of veteran students.
- **KSAs:** Collaboration, experience/knowledge of college departments that directly impact outcomes for student veterans, understanding of complex needs for veterans.
- **Question:** Please tell us about your experiences working collaboratively with individuals in different departments on campus; and why those collaborations are necessary, critical, and relevant to student veterans support services.
- **Preferred answer:** A. Candidate will identify at least four (4) appropriate departments such as: Bursars (payment issues, compliance reviews), Registrars (withdraws and drop deletes), Admissions (submitting paperwork), Financial Aid (required documents), Institutional Research (veteran data and reporting), Academic divisions (early intervention, raising awareness concerning consequences of withdrawals, referrals for counseling, etc.); Academic Advising (curriculum checks); Counseling (crisis intervention); Retention services (probation/suspension consequences)
- B. Candidate will demonstrate understanding regarding reasons for those collaborations by discussing at least two (2) of the following: advising new veterans or guard members on steps involved in enrollment, processing of GI Bill Educational Benefit and VA Tuition Waivers, verification of course selections, awareness of scholarships, personal counseling, academic probation/course withdraw policies.

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CSCU Search Charge Meeting

### Step 3: Application Review

- A review of **all applications** is necessary to determine if they meet the minimum and preferred qualifications.
- Should be consistent for all applicants
- This is a paper review – application compared to job specifications (required, desired, and preferred qualifications)
- Outside knowledge of a candidate cannot be factored into this process



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CSCU Search Charge Meeting

### Sample AAP-2/Matrix

CSCU Applicant Tracking Form (AAP 2)

Company	
Position Title	SEARCHING
Search #	

APPLICANT RANKING CRITERIA: Please indicate which qualifications each candidate possesses based on cover letters and resumes (this form needs to be approved **before** any interviews can be scheduled)


Candidate's Information	Required Qualifications	Preferred Qualifications	Committee Assessment
Candidate's Name			Outcomes

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CSCU Search Charge Meeting

### When selecting candidates for interviews please consider the following:

1. Follow the AAP-2/matrix to determine how candidates will be eliminated
2. Keep in mind all notes/emails subject to FOIA
3. The Chair will send the Diversity & Inclusion Manager and the Recruitment Specialist candidates selected to be interviewed on the 1<sup>st</sup> Interview Request Form. Please include dates and times the committee is available for interviews (allowing at least 1 week notice for candidates). You must note if a presentation will be required.
4. The Recruiter will schedule interviews and send the final schedule to the committee. The Chair will send each candidate a confirmation link via WebEx (Virtual Interview) for their chosen day/time.



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CSCU Search Charge Meeting

### Step 4: Interview

- All applicants should be asked the same questions
- Same format- video vs. audio vs. in person
- Same participants- all Search Committee members must attend each interview
- After interview, Search Committee members discuss strengths/weaknesses
- Search Committee recommends 3-5 candidates to move forward
- Documentation- Search Committee must document using strengths/weaknesses form




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CSCU Search Charge Meeting

Once interviews are complete...

The Chair will send the following to the Diversity & Inclusion Manager and Recruitment Specialist:

1. Strengths and weaknesses of **all** candidates interviewed based on the interview and skills/abilities/experience.
2. Notation of candidates recommended to moving forward to 2<sup>nd</sup> Interviews.



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### Strengths


Subjective	Quantitative
<ul style="list-style-type: none"> <li>• Showed familiarity with educational technology.</li> <li>• Strong teaching demo.</li> </ul>	<ul style="list-style-type: none"> <li>• Showed familiarity with educational technology, especially the ways the candidate makes use of Blackboard as a teaching, assessment, and communication tool.</li> <li>• Teaching demo included specific examples of how to teach students to recognize bias in assigned readings.</li> </ul>
<ul style="list-style-type: none"> <li>• Shared specific ways she adjusted to online teaching.</li> <li>• Showed initiative (CCSU adjunct pedagogy committee).</li> <li>• Provided a clear response and specific examples of diversity.</li> <li>• Exceptional teaching prompt.</li> </ul>	<ul style="list-style-type: none"> <li>• Shared specific ways the candidate adjusted to online teaching, especially how Blackboard was used to simulate the on-ground student experience</li> <li>• Showed initiative (CCSU adjunct pedagogy committee).</li> <li>• Provided a clear response and specific examples of diversity, including the importance of selecting reading material that reflects the students in her classroom.</li> <li>• Teaching demo was exceptional and provided specific examples of how to teach students to recognize bias in assigned readings.</li> </ul>

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### Weaknesses

Subjective	Quantitative
<ul style="list-style-type: none"> <li>• Teaching philosophy was vague</li> <li>• Difficulty answering diversity question.</li> <li>• Teaching demo lacked specifics.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching philosophy did not express a philosophy/vision as it applies to writing and reading instruction.</li> <li>• Candidate did not discuss an interpretation of "diverse student body" beyond the candidate's expressed willingness to seek common ground with students.</li> <li>• Teaching demo lacked specifics examples of how to teach students to recognize bias in assigned readings.</li> </ul>
<ul style="list-style-type: none"> <li>• Teaching philosophy was vague.</li> <li>• Does not mention examples of diversity beyond ability level.</li> <li>• Only described one type of academic support.</li> <li>• Responses overall lacked specifics.</li> <li>• Unprepared for teaching demo.</li> </ul>	<ul style="list-style-type: none"> <li>• Candidate did not discuss a teaching philosophy as it applies to reading and writing instruction.</li> <li>• Candidate did not discuss an interpretation of "diverse student body" beyond the candidate's expressed willingness to work with students.</li> <li>• Candidate described one type of academic support (tutoring).</li> <li>• The candidate did not have any information prepared for the required teaching demonstration and seemed unaware that a teaching demonstration was a required part of the interview.</li> </ul>

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Search Charge Meeting

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### 2<sup>nd</sup> Interviews

2<sup>nd</sup> interviews are normally conducted within 2 weeks of the 1<sup>st</sup> interviews by the Direct Supervisor and Hiring Manager (CEO or designee i.e., Dean)



1. Although 2<sup>nd</sup> interview questions do not have to be approved, we request that the Supervisor submit them to the Diversity Inclusion Manager & Recruitment Specialist for review.
2. Final interviews are conducted, and the Supervisor and Hiring Manager submits the Strengths and Weaknesses Form-Finalists of each interviewed candidate noting which candidate they would recommend hiring to the Diversity & Inclusion Manager, and the Recruitment Specialist for review.
3. Once recommended hire is reviewed, the Supervisor or Hiring Manager will request final approval from the CEO.

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## DOCUMENT ALL THE THINGS!!!!



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Once **all** members are charged, the HR Recruitment Specialist will send the committee an email with an Excel Search Committee packet and a suggested timeline for the search.

Your next steps...

1. Convene as a committee
  - Review the AAP-2/Matrix
  - Develop Interview Questions / Preferred Answers
  - Send Questions to the Diversity and Inclusion Manager and Recruitment Specialist for approval.

Once the position closes and all approvals have been given, the Recruitment Specialist will give you access to the applications

**We are here to help you at each step along the way.**

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Capital-East Region contacts	Shoreline-West Region contacts	North-West Region contacts	System Office
Nick D'Agostino	Nick D'Agostino	Nick D'Agostino	Nick D'Agostino
Miguel Lugo	Christie Higney(GCC) Samantha Pugh (HCC/NCC)	Luisa Duluc	Darlene Borre
Theresa Eisenbach	Theresa Eisenbach	Theresa Eisenbach	Theresa Eisenbach

Again, thank you for your time and joining us today.



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**Subject:** CEO/President Regional Meeting (w/Jenn and Diane)  
**Location:** Microsoft Teams

**Start:** Fri 7/30/2021 9:00 AM  
**End:** Fri 7/30/2021 11:00 AM

**Recurrence:** Weekly  
**Recurrence Pattern:** every 4 week(s) on Friday from 9:00 AM to 11:00 AM

**Meeting Status:** Meeting organizer

**Organizer:** Czarnota, Kathleen  
**Required Attendees:** Minkler, Steven L; Steinmetz III, Robert R; Jukoski, Mary Ellen; Harris, G. Duncan; Esposito, Nicole C; Gray, Jennifer L; Bordonaro, Diane J  
**Optional Attendees:** McDowell Jr., Steven J; Arboleda, Licella M; Hynick, Karen; Carolina, Kimberly B; Eisenbach, Theresa A

Agenda:

- Welcome and Introductions – CEO Karen Hynick and Regional Advising Director Licella Arboleda
- HR Personnel Searches (Theresa Eisenbach)
- **9:30 a.m.** – Special Guest Steve McDowell
  - Update re: Transition of Financial Aide to CT State
  - Any Pertinent Updates re: Fall 2021 Enrollment Cycle
  - Question and Answer Session
- Advising Update (Licella Arboleda)
- Workforce Development Update (Diane Bordonaro)
- Fiscal Update (Jenn Gray)
- RTF Process (Jenn/Rob)
- Fall Enrollment
- Substantive Change
- DEI Initiative Overview – Racial Equity and Justice Institute at Bridgewater State University (Karen Hynick)
- COVID Updates

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## Microsoft Teams meeting

**Join on your computer or mobile app**

[Click here to join the meeting](#)

**Or call in (audio only)**

# CAPITAL EAST REGION AFFIRMATIVE ACTION PLAN

PRESENTED BY: EEO CENTER OF EXCELLENCE  
PRESENTED TO: CAPITAL EAST REGIONAL LEADERSHIP COMMITTEE  
DATE: SEPTEMBER 20, 2021

1

## MOVING FROM FIVE AA PLANS TO ONE REGIONAL PLAN

**Key impacts from a Regional AA Plan:**

- A regional policy statement from President Steinmetz
- Employment data reflects regional workforce:
  - E.g., Associate Professor across all five campuses
  - E.g., Clerical positions categories by labor market area (Hartford, Windham, New London and Middlesex counties).
- Identifying who on each campus has responsibilities related to AA/EEO (Assignment of Responsibility Section)
- Establishing regional hiring/promotional/program goals

2

## PLAN ELEMENTS REFLECTING REGIONAL EFFORTS

- Internal Communication
  - Mandates related to Sexual Harassment and Diversity Training Compliance
  - Annual notice to employees
- External Communication
  - Recruitment/Position Advertising
    - E.g., conference attendance – informal recruiting
- Identification of Problem Areas
- Program Goals
- Career Mobility
- Innovative Programs

3

## IDENTIFICATION OF PROBLEM AREAS - SEC. 46A-68-87

(a) Where an occupational category, position classification within an occupational category employing a significant number of persons or position classification for which a separate availability base is calculated has experienced an increase or reduction in workforce the agency shall examine its personnel policies and practices to identify those non-quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race and sex group members in the employment process. Where applicable, the agency shall address the following aspects of employment:

- (1) employment applications;
- (2) job qualifications;
- (3) recruitment practices;
- (4) personnel policies;
- (5) orientation;
- (6) training;
- (7) counseling;
- (8) discrimination complaint process;
- (9) evaluation;
- (10) layoffs; and
- (11) termination

(b) For each occupational category or job title examined in subsection (a) of this section, the plan shall list all non-quantifiable elements of the employment process that have been identified as a problem area.

(c) Each agency shall examine all aspects of the employment process itemized in subsection (a) of this section to identify whether any employment policy or practice may impede or prevent the full and fair participation of individuals with disabilities and older persons in the workforce.

4

## IDENTIFICATION OF PROBLEM AREAS - SEC. 46A-68-87

<p><u>Previous AA Plan Information</u></p> <p>No areas of problems identified in previous AA plan submissions</p>	<p><u>Ideas for the future</u></p> <ul style="list-style-type: none"> <li>• Establishing goals related to consolidation/regionalization related to employment processes.</li> </ul>
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5

## PROGRAM GOALS - SEC. 46A-68-88

(a) Where an agency has identified, under section 46a-68-87 of the Regulations of Connecticut State Agencies, any employment policy or practice having an adverse impact upon protected race and sex group members, individuals with disabilities or older persons, it shall develop and implement program goals.

(b) Program goals shall be meaningful, measurable and reasonably attainable and shall be consistent with section 46a-68-92 of the Regulations of Connecticut State Agencies to ensure:

- the promotion of equal opportunity and to achieve a workplace free of discrimination;
- opportunities for all qualified applicants including underutilized groups;
- the utilization of a fair and nondiscriminatory recruitment and selection process; and
- that career development opportunities are available to all interested and qualified employees, including minorities and women.

6

**PROGRAM GOALS - SEC. 46A-68-88**Previous AA Plan Information

None established in previous plans due to consolidation of AA plans into regional AA Plan.

Ideas for the future

- Goals regarding the consolidation/regionalization of campus related to AA/EEO (e.g., cross campus search committees).
- Regionalized career development opportunities
- Regionalized training initiatives

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**CAREER MOBILITY - SEC. 46A-68-91**

(a) All departments and agencies of state government shall, pursuant to section 4-61u of the Connecticut General Statutes, establish an effective program of career mobility as part of their affirmative action program, as required by section 46a-68 of the Connecticut General Statutes, for occupational groups, which shall include, but not be limited to, secretarial, clerical, supervisory clerical, semiskilled, crafts and trades, supervisory crafts and trades, custodial, supervisory custodial and laborers. All departments and agencies of state government shall provide, or make provision for, career counseling for such occupational groups.

(b) Each department and agency of state government shall establish an effective program of accommodation and entry level training of persons with disabilities. Such programs shall be part of department and agency affirmative action programs required by section 46a-68 of the Connecticut General Statutes.

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**CAREER MOBILITY - SEC. 46A-68-91**Ideas for the future

- Regional efforts for career mobility and professional development
- Regional employee training
- Career services/counseling
- PT employees moving to FT employees
- Fellowships
- Programs to advance sub-professional positions to professional positions
- Job coaching training for supervisors

9

**INNOVATIVE PROGRAMS - SEC. 46A-68-93**

(a) The development and implementation of programs not covered elsewhere in the plan is an important part of the road to equal employment opportunity. Accordingly, within the framework of the affirmative action plan is an open invitation to each agency to structure comprehensive programs to create opportunities not otherwise available to achieve the full and fair participation of all protected group members. Such programs may include, but are not limited to:

- (1) summer employment programs;
- (2) youth programs;
- (3) apprenticeships;
- (4) work-study programs;
- (5) job sharing arrangements;
- (6) internships;
- (7) day care programs;
- (8) creation of new positions;
- (9) outreach for high school and college students;
- (10) reassignments; or
- (11) any positive, result-oriented program designed to achieve affirmative action.

(b) The plan shall describe any program planned or operated pursuant to this section and report the results achieved.

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**INNOVATIVE PROGRAMS - SEC. 46A-68-93**Ideas for the future

- Regional efforts for future workforce development
- Summer programs
- Re-entry programs
- Mentoring programs
- Internships
- Apprenticeships
- Job training programs
- Veterans' programs
- Prison re-entry programs

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**ANY QUESTIONS?**

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Section 46a-68-80  
External Communication

## Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES

- a) The CSCC Capital-East Region has developed outreach and recruitment strategies to meet its affirmative action goals and objectives. Hiring and promotional activity is justified in the Goals Analysis section of the Affirmative Action Plan and will include a summary of each recruitment effort resulting in a hire or promotion. A listing of outreach recruitment sources is included in this section.
- b) The CSCC Capital-East Region has put itself on public record as an affirmative action and equal employment opportunity employer. Consistent with that posture:
  1. Written expression of the Region's commitment to affirmative action and equal employment opportunity and notice of job availability are sent regularly to recruiting sources and organizations which are capable of referring qualified applicants for employment; and
  2. Notice that the Region is an affirmative action and equal employment opportunity employer will be sent to all unions that represent agency employees for collective bargaining purposes. The notice contains an invitation to review and comment upon the CSCC Capital-East Region's Affirmative Action Plan.
- c) The CSCC Capital-East Region initiates and undertakes vigorous, positive relationship-building activity to ensure that affirmative action is more than a paper commitment. It works to secure ongoing relationships and develop additional recruiting sources while cultivating outreach recruitment programs and maintaining contact with protected class members and resource agencies.

Each position announcement is widely circulated and contains the tagline, "**The CSCC is an Equal Opportunity Employer, Affirmative Action Employer.**" Every week the Talent Center of Excellences sends out a notice of all active searches to all employees in the CSCU. Steps are taken to ensure that all job announcements at the CSCC Capital-East Region reach diverse sectors of the Hartford, Middlesex, New London and Windham counties, state, regional, and national labor markets. The CSCC Capital-East Region continues to engage in face-to-face discussions to cement on-going relationships with and to develop additional recruiting sources. Specifically,

- Notices of position vacancies and job availability are sent to target recruiting resources and local organizations that will encourage the referral of qualified applicants for employment. The CSCC Capital-East Region continues to maintain and add to its listing of community-based organizations concerned with the application of affirmative action and equal opportunity principles in the public and private sector. Agencies/individuals on each list are contacted for position vacancies in the Executive Administrative Managerial, Faculty, Professional/Non-Faculty classifications and some Technical/Paraprofessional classifications. The JobApps System is used for Secretarial/Clerical, Service Maintenance, some Technical/Paraprofessional and Protective Service classified positions.
- Postings are also shared with the CT Association of Diversity and Equity Professionals (CADEP) whose membership consist of EEO Officers across the state.
- For positions utilizing national searches, vacancies are sent to electronic mailing lists. The CSCC Capital-East Region also posts all vacancies on its campus and CSCU

## **Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES**

websites.

- Under existing collective bargaining agreements, job vacancy announcements are sent to each recognized representative of employees at the CSCC Capital-East Region. Union leadership and members are invited to review and comment on the Affirmative Action Plan. The Connecticut State Colleges and Universities (CSCU) System Office performs a similar role with the appropriate State representatives and agencies. The CSCC Capital-East Region continues to state its commitment to affirmative action and equal employment opportunity on all position announcements and campus information.
- The Capital-East Region also utilizes their campus/program Advisory Boards to assist in their efforts to build a diverse workforce.

Additionally, The CSCC Capital-East Region has committed itself to active outreach activities as part of its affirmative action program, which includes, but is not limited to the following:

- Contact representatives of local/regional chapters of higher education professional organizations to discuss vacancies at the Region and to solicit their help in identifying qualified protected class members.
- Advertise job openings with media that target a protected class audience in labor market areas most appropriate for filling a vacant position(s);
- Periodic workshops and job fairs are held to encourage the participation of minorities and women in skills-improvement projects, job-exploration activities and job-interview techniques.
- The CSCC Capital-East Region is used as a training site for the Department of Administrative Services (DAS) programs and in-service training offerings.
- Staff are encouraged to network and inform colleagues and acquaintances of position openings.

The region utilizes JAZZHR for all unclassified positions and JOBAPS for all classified positions. Both tools utilize social media to expand recruitment outreach efforts. Platforms supported include: Indeed, Facebook, Pinterest, Twitter, LinkedIn.

The CSCC Capital Region excludes any references to either age or gender from all employment advertisement except in the case of bona fide occupational qualification or need.

The Human Resources professionals and the EEO staff attend trainings throughout the year on a variety of human resources, labor relations, affirmative action, equal employment opportunity, diversity, equity, inclusion and social justice related issues. They and their respective teams are skilled and trained on conducting investigations, handling mediations and conflict resolution, and sexual harassment complaints. They also attend many joint Human Resources meetings with staff of the CSCU and CSCC throughout the reporting period.

During the reporting period, EEO staff attended training on Title IX investigations compliance, Bias in the Interviewing training, and Microaggressions training.

The following is a sample of the organizations contacted to inform potential minority candidates about the Region vacancies:

**Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES**

**Routine Recruitment/Referral Sources/Internet Sites**

<a href="http://www.militaryhire.com">http://www.militaryhire.com</a>	<a href="http://www.restaurant.org">http://www.restaurant.org</a>
<a href="https://www.higheredjobs.com">https://www.higheredjobs.com</a>	<a href="http://www.hcareers.com">http://www.hcareers.com</a>
<a href="https://www.vetfriends.com">https://www.vetfriends.com</a>	<a href="https://www.linkedin.com">https://www.linkedin.com</a>
<a href="http://minoritynurse.com">http://minoritynurse.com</a>	<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>
<a href="http://www.jobtarget.com/corporate">http://www.jobtarget.com/corporate</a>	<a href="http://www.monster.com">http://www.monster.com</a>
<a href="http://www.ct.edu">http://www.ct.edu</a> (All CSCU institutions)	<a href="http://www.indeed.com">http://www.indeed.com</a>
<a href="http://studentaffairs.com">http://studentaffairs.com</a>	<a href="http://www.dice.com">http://www.dice.com</a>
<a href="http://www.eeoc.gov">http://www.eeoc.gov</a>	<a href="http://www.simplyhired.com">http://www.simplyhired.com</a>
<a href="http://www.mainecareercenter.com">http://www.mainecareercenter.com</a>	<a href="https://www.shrm.org/pages">https://www.shrm.org/pages</a>
<a href="https://www.suny.edu">https://www.suny.edu</a>	<a href="http://www.prodivnet.com">http://www.prodivnet.com</a>
<a href="http://matyconn.matyc.org">http://matyconn.matyc.org</a>	<a href="http://www.hireahero.org">http://www.hireahero.org</a>
<a href="https://www.insidehighered.com">https://www.insidehighered.com</a>	<a href="http://www.healthcarejobsite.com">http://www.healthcarejobsite.com</a>
<a href="http://www.quintcareers.com">http://www.quintcareers.com</a>	<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>
<a href="http://www.counseling.org">http://www.counseling.org</a>	<a href="https://chroniclevitae.com">https://chroniclevitae.com</a>
<a href="http://www.ala.org">http://www.ala.org</a>	<a href="http://das.ct.gov">http://das.ct.gov</a>
<a href="http://www.ctnurses.org">http://www.ctnurses.org</a>	<a href="https://www.prodivnet.com">https://www.prodivnet.com</a>
<a href="http://jobs.acfchefs.org">http://jobs.acfchefs.org</a>	<a href="https://twitter.com">https://twitter.com</a>

**Agency Sources:**

<b>Organization</b>	<b>Address</b>	<b>City ,State</b>	<b>Zip Code</b>
American Association of AA	888 16th Street ,NW Suite 800	Washington, DC	20006
Capital Workforce Partners	One Union Place	Hartford, CT	06113
CADEP	P.O Box 260412	Hartford, CT	06126
CT Assoc. of Latinos in Higher Ed.	950 Main Street, Suite 1104	Hartford, CT	06103
DAS	165 Capitol Avenue	Hartford, CT	06106
Department of Social Services	25 Sigourney Street	Hartford, CT	06106
Department of Veterans Affairs	287 West Street	Rocky Hill, CT	06067
Diverse: Issues In higher Education	10520 Warwick Avenue Suite B-8	Fairfax, VA	22030
Fairfield County Alpha Phi Alpha	50 Dexter Dr	Shelton, CT	06484
NAACP- National Headquarters	4805 Mt Hope Drive	Baltimore, MD	21215
Asnuntuck Community College	170 Elm Street	Enfield, CT	06082
Capital Community College	950 Main Street	Hartford, CT	06103
Central Connecticut State University	1615 Stanley Street	New Britain ,CT	06050
Charter Oak State College	55 Paul J. Manafort Drive	New Britain ,CT	06053
Eastern Connecticut State University	83 Windham Street	Willimantic, CT	06226
Gateway Community College	60 Sargent Drive	New Haven ,CT	06511
Housatonic Community College	900 Lafayette Boulevard	Bridgeport, CT	06604
Manchester Community College	Great Path, P.O Box 1046	Manchester, CT	06045
Middlesex Community College	100 Training Hill Road	Middletown , CT	06457
Naugatuck Valley Community College	750 Chase Parkway	Waterbury, CT	06708
Northwestern Community College	Park Place East	Winsted, CT	06098

**Section 46a-68-80: EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES**

Norwalk Community College	188 Richards Avenue	Norwalk ,CT	06854
Quinebaug Valley Community College	742 Upper Mapple Street	Danielson, CT	06239
Southern Connecticut State University	501 Crescent Street	New Heaven, CT	06515
Three rivers Community College	574 London Tnpike.	Norwich, CT	06360
Tunxis Community College	271 Scott Swamp Road	Farmington, CT	06032
University of Connecticut	115 N. Eagleville Road	Storrs, CT	06269
Western Connecticut State University	181 White Street	Danbury , CT	06810
The Chronicle of Higher Education	1255 23rd Street, N.W, 7Th floor	Washington , DC	20037
The New York Times	229 West 43rd Street	New York, NY	10036
The Hartford Courant	285 Broad Street	Hartford, CT	06115
La Voz Hispana	35 Elm Street	New Haven , CT	06510

The Quarterly Reports of the Set-Aside Program that includes Small, Minority, Women and Disabled Businesses are included in this section of the Affirmative Action Plan. The set aside program is currently campus based and reports reflect all five campuses.

**From:** [Cannon, Rebecca J](#)  
**To:** [wboucher@cpfu.org](mailto:wboucher@cpfu.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

William Boucher  
CT Police and Fire Union (NP-5)  
[wboucher@cpfu.org](mailto:wboucher@cpfu.org)

Dear William Boucher,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [2021 Capital-East Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

**From:** [Cannon, Rebecca J](#)  
**To:** [jbarr@council4.org](mailto:jbarr@council4.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

Jody Barr  
AFSCME Council 4 (NP-3)  
[jbarr@council4.org](mailto:jbarr@council4.org)

Dear Jody Barr,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

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Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

**From:** [Cannon, Rebecca J](#)  
**To:** "[djbsr88@aol.com](mailto:djbsr88@aol.com)"  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

Dennis Bogusky  
American Federation of Teachers  
[djbsr88@aol.com](mailto:djbsr88@aol.com)

Dear Dennis Bogusky,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

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Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity



**From:** [Cannon, Rebecca J](#)  
**To:** [wboucher@cpfu.org](mailto:wboucher@cpfu.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

William Boucher  
CT Police and Fire Union (NP-5)  
[wboucher@cpfu.org](mailto:wboucher@cpfu.org)

Dear William Boucher,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

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Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

**From:** [Cannon, Rebecca J](#)  
**To:** [cchisem@ceui.org](mailto:cchisem@ceui.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

Carl Chisem  
CT Employees Union Independent (NP-2)  
[cchisem@ceui.org](mailto:cchisem@ceui.org)

Dear Carl Chisem,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [2021 Capital-East Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

**From:** [Cannon, Rebecca J](#)  
**To:** [plamb@andr.org](mailto:plamb@andr.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

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February 14, 2022

Patrick Lam  
Administrative and Residual (P-5)  
[plamb@andr.org](mailto:plamb@andr.org)

Dear Patrick Lam,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [2021 Capital-East Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

**From:** [Cannon, Rebecca J](#)  
**To:** [Seth@the4cs.org](mailto:Seth@the4cs.org)  
**Subject:** re: CSCC Capital- East Region Affirmative Action Plans - Notice to Unions  
**Date:** Monday, February 14, 2022 11:28:00 AM

---

February 14, 2022

Seth Freeman  
Congress of CT Community Colleges  
[Seth@the4cs.org](mailto:Seth@the4cs.org)

Dear Seth Freeman,

We wish to bring to your attention that the 2021 CSCC Capital- East Affirmative Action plan is available for the union members to review.

The Capital- East Region is an affirmative action/equal opportunity employer and, as such, hires individuals without regard for age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of Civil Air Patrol, and workplace hazards to reproductive systems unless the provisions of sections 46a(b), 46a-80(b) of the Connecticut General Statutes are controlling, or there is a bona fide occupation qualification excluding persons in one of the above protected groups.

We invite you and your members to review and comment upon the College's affirmative action plan, which is available online at the following link: [2021 Capital-East Affirmative Action Plan](#). Should you have any questions regarding the affirmative action plan, please contact my office at 860-723-0727.

Sincerely,

Kimberly Carolina  
Manager of Equal Employment Opportunity

## D'Agostino, Nicholas

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**From:** CSCU-Announcement  
**Sent:** Friday, October 14, 2022 8:46 PM  
**Subject:** CSCU Weekly Job Announcement Opportunities 10-15-22

Hello, below is a list of all the new CT State Community College & Universities Job Announcements. Including Charter Oak State College and Department of Administrative (DAS) job openings.

If you are interested in one of the newly posted positions below, please click on the appropriate employment portal link or direct link, to find out more information about the position and application process.

For CT State Community College openings please submit a cover letter and resume via the employment portal at: [CT State Community College Career Page](#) by the deadline on the posting.

### HOUSTATONIC COMMUNITY COLLEGE

- Campus Associate Dean of Faculty

### MANCHESTER COMMUNITY COLLEGE

- Librarian
- Building Maintenance Supervisor

Apply via the DAS job link below:

[Job Opening: Building Maintenance Supervisor \(37.5 Hour\) - Department of Administrative Services \(jobapscloud.com\)](#)

### NAUGATUCK VALLEY COMMUNITY COLLEGE

- Building Superintendent 2
- Apply via the DAS job link below:
- [Job Opening: Building Superintendent 2 \(37.5 Hour\) - Department of Administrative Services \(jobapscloud.com\)](#)

### THREE RIVERS COMMUNITY COLLEGE

- Building Superintendent 2
- Apply via the DAS job link below:
- [Job Opening: Building Superintendent 2 \(37.5 Hour\) - Department of Administrative Services \(jobapscloud.com\)](#)

### TUNXIS COMMUNITY COLLEGE

- Dental Clinical Assistant-(PT Educational Assistant)

\*\*\*\*\*

For Board of Regents and Charter Oak openings please submit a cover letter and resume via the employment portal at: [BOR-Charter Oak](#) by the deadline on the posting.

**BOARD OF REGENTS**

- Procurement Specialist
- Security Analyst
- Human Resources Generalist

\*\*\*\*\*

For CT State Community College continuous recruitment openings (Part-time Lecturers, Non-Credit Lectures, Part-time Educational Assistants) please submit a cover letter and resume via the employment portal at: [CT State Community College Career Page](#)

\*\*\*\*\*

For CT State University Job announcements please follow the application instructions on the posting and submit all application materials by the deadline.

- [Eastern CT State University](#)
- [Central CT State University](#)
- [Southern CT State University](#)
- [Western CT State University](#)

\*\*\*\*\*

Click on the link below to see all Department of Administrative Services (DAS) job openings.

[Job Openings - Department of Administrative Services \(jobapscloud.com\)](#)

\*\*\*\*\*

Click on the link below to see additional current job opportunities with the CSCU system.

[CSCU Human Resources - Jobs \(ct.edu\)](#)

\*\*\*\*\*

Incomplete applications or those submitted after the closing date will not be considered and links to other sources to view resumes are not acceptable.

Please note that due to the large volume of applications received, we are unable to field phone/email inquiries and confirm receipt of completed applications.

All employment, if offered, is contingent upon proof of citizenship or employability under the requirement of the Immigration and Control Act (IRCA) and the successful passing of a background check.

CSCU is an Affirmative Action/Equal Opportunity Employer

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	first	In reporting data below, does your Agency utilize C.O.R.E.?	
<i>If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? YesX____ No____</i>			NO

Agency Name:	Capital Community College		
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Report Prepared by:	Carrie Benyei	Agency Number:	CCC79300
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:
(A)	(B)	(C)	(D)	
Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	State Contract # OR P.O. #	DAS Certified SBE/MBE AMOUNT	MBE Category	
Air Temp. Mechanical		\$ 2,538.00	SB	
Common Cents EMS		\$ 955.00	SB	
Lighting Services		\$ 453.00	SB	
Magnakleen Services		\$ 126.00	SB	
North Haven Ceramic Tile		\$ 18,746.00	SB	
Sign Pro		\$ 2,933.00	SB	
Suburban Stationers		\$ 2,390.00	SB	
Total Pest Control		\$ 465.00	SB	
total small business		\$ 28,606.00		
C C Janitorial Supply		\$ 4,126.00	WP	
Darter Specialties		\$ 1,510.00	W	
Infoshred		\$ 58.00	W	
Minuteman Press of Hartford		\$ 2,873.00	W	
Ryan Business Systems		\$ 22,677.00	W	
total Woman		\$ 27,118.00	W	
PL Medidal		\$ 198.00	AA	
Peralta Design		\$ 2,575.00	HI	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter: first Fiscal Year Period: \_\_\_\_\_

ENTER THIS QTR-

Agency Name:	Capital Community College	Agency Number:	CCC79300
Prepared by:	Carrie Benyei	E-mail:	cbenyei@ccc.commnet.edu
Tel. # -	860-906-5066	Address:	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 43,895,638.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (1,158,567.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (289,641.75)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (72,410.44)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 460,627.00	115	\$ 460,627.00	115
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 62,623.00	57	\$ 62,623.00	57

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)	\$ 198.00	1	\$ 198.00	1
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 2,575.00	1	\$ 2,575.00	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)	\$ 27,118.00	9	\$ 27,118.00	9
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)	\$ 4,126.00	1	\$ 4,126.00	1
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]	\$ 31,244.00		\$ 31,244.00	
MBE TOTAL (Lines A - W)	\$ 34,017.00		\$ 34,017.00	



DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

***BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!***

FY QUARTER PERIOD	Second	In reporting data below, does your Agency utilize C.O.R.E.?	
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE? YesX _____ No _____			NO

Agency Name:	Capital Community College		
Report Prepared by:	Carrie Benyei	Agency Number:	CCC79300
<b>CERTIFIED VENDORS ONLY</b>		<b>ACTUAL EXPENDITURES</b>	
(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
Calvert Safe and Lock		\$ 475.00	SB
Common Cents EMS		\$ 1,357.00	SB
Lighting Services		\$ 898.00	SB
Magnakleen Services		\$ 291.00	SB
North Haven Ceramic Tile		\$ 2,503.00	SB
Sign Pro		\$ 360.00	SB
Suburban Stationers		\$ 1,841.00	SB
Total Pest Control		\$ 495.00	SB
Chase Glass Co.		\$ 4,575.00	SB
Flow Tech, Inc.		\$ 2,625.00	SB
Sanditz Travel Management		\$ 6,742.00	SB
Mercury Cabling Systems, LLC		\$ 1,568.00	SB
total small business		<b>\$ 23,730.00</b>	
C C Janitorial Supply		<b>\$ 7,030.00</b>	WP
Darter Specialties		\$ 682.00	W
Infoshred		\$ 241.00	W
Minuteman Press of Hartford		\$ 760.00	W
Ryan Business Systems		\$ 9,094.00	W
Central Mechanical Services		\$ 4,478.00	W
Fire Equip Headquarters		\$ 5,275.00	W
Odonnell Company		\$ 18,697.00	W
total Woman		<b>\$ 39,227.00</b>	W
PL Medidal		\$ 216.00	AA
Printabiliteies LLC		\$ 187.00	WB
		<b>\$ 70,390.00</b>	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter Second Fiscal Year Period: \_\_\_\_\_

ENTER THIS QTR-

Agency Name:	Capital Community College	Agency Number:	CCC79300
Prepared by:	Carrie Benyei	E-mail:	cbenyei@ccc.commnet.edu
Tel. # -	860-906-5066	Address:	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 43,895,638.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (1,158,567.00)
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	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 541,568.00	145	\$ 1,002,195.00	260
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 70,390.00	39	\$ 133,013.00	96

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)	\$ 216.00	1	\$ 414.00	2
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 2,575.00	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)	\$ 39,277.00	11	\$ 66,395.00	20
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)	\$ 187.00	1	\$ 187.00	1
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 7,030.00	1	\$ 11,156.00	2
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]	\$ 46,494.00	14	\$ 77,738.00	26
MBE TOTAL (Lines A - W)	\$ 46,710.00		\$ 80,727.00	



SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter Third Fiscal Year Period: \_\_\_\_\_

ENTER THIS QTR-

Agency Name:	Capital Community College	Agency Number:	CCC79300
Prepared by:	Carrie Benyei	E-mail:	cbenyei@ccc.commnet.edu
Tel. # -	860-906-5066	Address:	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 43,895,638.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (1,158,567.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (289,641.75)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (72,410.44)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 570,111.00	202	\$ 1,572,306.00	462
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 49,442.00	19	\$ 182,455.00	115

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)	\$ 273.00	1	\$ 687.00	3
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 2,575.00	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)	\$ 37,909.00	9	\$ 104,304.00	29
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)			\$ 187.00	1
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 1,468.00	1	\$ 12,624.00	3
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]	\$ 39,377.00	14	\$ 117,115.00	26
MBE TOTAL (Lines A - W)	\$ 39,650.00		\$ 120,377.00	



SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **Fourth** Fiscal Year Period: \_\_\_\_\_

ENTER THIS QTR-

Agency Name:	Capital Community College	Agency Number:	CCC79300
Prepared by:	Carrie Benyei	E-mail:	cbenyei@ccc.commnet.edu
Tel. # -	860-906-5066	Address:	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 43,895,638.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ (1,158,567.00)
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ (289,641.75)
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ (72,410.44)

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 634,237.00	150	\$ 2,206,543.00	612
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 79,853.00	29	\$ 262,308.00	144

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)	\$ 132.00	1	\$ 819.00	4
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 2,575.00	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)	\$ 41,305.00	8	\$ 145,609.00	37
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)			\$ 187.00	1
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)	\$ 10,264.00	1	\$ 22,888.00	4
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]	\$ 51,569.00	14	\$ 168,684.00	26
MBE TOTAL (Lines A - W)	\$ 51,701.00		\$ 172,078.00	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1/1/2022-3/31/2022 Fiscal Year Period: 3RD

ENTER THIS QTR-

Agency Name:	Manchester Community College	Agency Number:	7702
Prepared by:	Chad Glabach	E-mail Address:	<a href="mailto:cglabach@asnuntuck.edu">cglabach@asnuntuck.edu</a>
Tel. # -	860-512-3632		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 51,213,324.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 6,518,268.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 1,629,567.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 407,391.75

	QUARTER		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,770,887.66	364	\$ 4,095,792.19	748
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 130,869.94	94	\$ 366,016.41	183

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)	\$ 1,946.00	1	\$ 1,946.00	1
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)			\$ 8,168.90	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)	\$ 80,558.34	71	\$ 188,039.82	131
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)				
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, &amp; W)</b>	<b>\$ -</b>	<b>0</b>	<b>\$ -</b>	<b>0</b>

WBE TOTAL [Lines L - W]	\$	80,558.34	71	\$	188,039.82	131
MBE TOTAL {Lines A - W}	\$	82,504.34	72	\$	198,154.72	133





SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 4/1/2022-6/30/2022 Fiscal Year Period: 4TH

ENTER THIS QTR-

Agency Name:	Manchester Community College	Agency Number:	7702
Prepared by:	Chad Glabach	E-mail Address:	cglabach@asnuntuck.edu
Tel. # -	860-512-3632		

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 51,213,324.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 6,518,268.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 1,629,567.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 407,391.75

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,418,274.88	415	\$ 5,504,718.93	1,011

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 160,554.78	119	\$ 542,367.78	289
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)				
B) Asian (A)			\$ 1,946.00	1
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 3,584.00	1	\$ 11,752.90	2
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)	\$ 43,573.40	63	\$ 231,613.22	151
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)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$ 43,573.40	63	\$ 231,613.22	151
MBE TOTAL {Lines A - W}	\$ 47,157.40	64	\$ 245,312.12	154

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **1st** Fiscal Year Period **2021 - 2022**

ENTER THIS QTR-1

Agency Name:	Middlesex Community College	Agency Number:	CCC79100
Prepared by:	Peter Furlani	E-mail:	pfurlani@mxcc.edu
Tel. # -	(860) 343-5733	Address:	

*Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ -
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ -
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,146,526.79	167	\$ 1,146,526.79	167
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 176,370.23	25	\$ 176,370.23	25

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)				
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)	\$ 92,583.51	7	\$ 92,583.51	7
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)	\$ 958.60		\$ 958.60	
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]	\$ 93,542.11		\$ 93,542.11	
MBE TOTAL (Lines A - W)	\$ 93,542.11		\$ 93,542.11	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	1st	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:		Middlesex Community College	
Report Prepared by:	Peter Furlani	Agency Number:	
CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES	
(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
Advanced Alarm Security Systems, Inc	P0400653	\$ 480.00	SB
Advanced Alarm Security Systems, Inc	P0400992	\$ 475.00	SB
Fire Protection Testing, Inc.	P0399332	\$ 790.00	SB
Insalco Corp	P0397730	\$ 5,136.41	SB
Insalco Corp	P0397734	\$ 13,654.56	SB
Insalco Corp	P0398606	\$ 49,414.40	SB
Insalco Corp	P0399671	\$ 1,369.29	SB
Insalco Corp	P0401461	\$ 450.00	SB
John Boyle Company	P0398059	\$ 1,412.20	SB
R n B Enterprises	P0398292	\$ 3,394.38	SB
Total Pest Control LLC	P0390867	\$ 55.00	SB
Total Pest Control LLC	P0399273	\$ 55.00	SB
Total Pest Control LLC	P0399273	\$ 55.00	SB
Total Pest Control LLC	P0399273	\$ 55.00	SB
Total Pest Control LLC	P0399273	\$ 55.00	SB
Total Pest Control LLC	P0399273	\$ 55.00	SB
TPC Associates, Inc.	P0399631	\$ 1,731.50	SB
TPC Associates, Inc.	P0400284	\$ 142.64	SB
Tull Brothers, Inc.	P0399456	\$ 2,017.15	SB
White Way Laundry Incorporated	P0390866	\$ 103.00	SB
White Way Laundry Incorporated	P0399271	\$ 104.02	SB
White Way Laundry Incorporated	P0399271	\$ 104.02	SB
White Way Laundry Incorporated	P0399271	\$ 104.02	SB
White Way Laundry Incorporated	P0399271	\$ 104.02	SB
White Way Laundry Incorporated	P0399271	\$ 103.00	SB
White Way Laundry Incorporated	P0399271	\$ 103.00	SB
Yac Industries LLC	P0399038	\$ 579.30	SB
Yac Industries LLC	P0399038	\$ 455.88	SB
Suburban Stationers	PF 6/30	\$ 128.76	SB
Suburban Stationers	PF 7/16	\$ 38.54	SB
Suburban Stationers	PF 7/23	\$ 7.93	SB
Suburban Stationers	PF 8/23	\$ 60.14	SB
Suburban Stationers	PF 8/26	\$ 34.96	SB
		\$ 82,828.12	
Aztec Technologies	P0399393	\$ 652.50	W
Central Mechanical Services	P0395698	\$ 28,725.00	W
Central Mechanical Services	P0395698	\$ 28,725.00	W
Central Mechanical Services	P0395698	\$ 19,150.00	W
Central Mechanical Services	P0399356	\$ 3,455.08	W
Central Mechanical Services	P0399356	\$ 672.50	W
Central Mechanical Services	P0399356	\$ 307.49	W
Central Mechanical Services	P0399356	\$ 295.50	W
Central Mechanical Services	P0399356	\$ 147.75	W
Infoshred, LLC	P0390878	\$ 49.60	W
Infoshred, LLC	P0390878	\$ 27.56	W
Infoshred, LLC	P0390878	\$ 27.56	W
Infoshred, LLC	P0399301	\$ 27.56	W
Infoshred, LLC	P0399301	\$ 27.56	W
Infoshred, LLC	P0399301	\$ 27.56	W
Infoshred, LLC	P0399301	\$ 27.56	W
Infoshred, LLC	P0399301	\$ 27.56	W
Ryan Business Systems Inc.	P0399277	\$ 3,113.91	W
Ryan Business Systems Inc.	P0399277	\$ 3,113.91	W
Ryan Business Systems Inc.	P0399277	\$ 3,113.91	W
Ryan Business Systems Inc.	P0399278	\$ 382.56	W
Ryan Business Systems Inc.	P0399278	\$ 137.40	W
Ryan Business Systems Inc.	P0399278	\$ 93.53	W
Aztec Technologies	PF 7/6	\$ (31.64)	W
Aztec Technologies	PF 7/7	\$ 286.59	W
		\$ 92,583.51	

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **2nd** Fiscal Year Period **2021 - 2022**

ENTER THIS QTR-2

Agency Name:	Middlesex Community College	Agency Number:	CCC79100
Prepared by:	Peter Furlani	E-mail:	pfurlani@mxcc.edu
Tel. # -	(860) 343-5733	Address:	

*Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ -
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ -
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 910,682.35	183	\$ 2,057,209.14	313
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 156,531.32	25	\$ 332,901.55	44

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)				
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)	\$ 54,665.16	8	\$ 147,248.67	11
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)			\$ 958.60	
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)	\$ 54,665.16		\$ 148,207.27	
MBE TOTAL (Lines A - W)	\$ 54,665.16		\$ 148,207.27	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	2nd	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:	Middlesex Community College
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Report Prepared by:	Peter Furlani	Agency Number:	
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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	
Advanced Alarm Security Systems, Inc	P0402054	\$ 2,875.20	SB	
Insalco Corp	P0397861	\$ 982.36	SB	
Insalco Corp	P0399049	\$ 59,999.67	SB	
Insalco Corp	P0399083	\$ 863.38	SB	
Insalco Corp	P0401152	\$ 681.13	SB	
Olsen's Sanitation Co. LLC	P0401831	\$ 150.00	SB	
R n B Enterprises	P0399057	\$ 13,738.66	SB	
R n B Enterprises	P0399057	\$ 682.55	SB	
R n B Enterprises	P0401884	\$ 833.97	SB	
R n B Enterprises	P0402320	\$ 5,346.55	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
TPC Associates, Inc.	P0401815	\$ 1,744.50	SB	
Tull Brothers, Inc.	P0399830	\$ 6,985.71	SB	
Tull Brothers, Inc.	P0401872	\$ 1,136.20	SB	
Tull Brothers, Inc.	P0401873	\$ 326.25	SB	
Tull Brothers, Inc.	P0402194	\$ 217.50	SB	
Utility Communications Inc	P0401825	\$ 2,340.00	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 104.02	SB	
White Way Laundry Incorporated	P0399271	\$ 104.02	SB	
Hartford Truck and Equipment	SC 10/18	\$ 257.57	SB	
Hartford Truck and Equipment	SC 10/18	\$ 800.41	SB	
Hartford Truck and Equipment	SC 10/18	\$ 830.38	SB	
Suburban Stationers	KH 10/22	\$ 107.45	SB	
		\$ 101,866.16		
Central Mechanical Services	P0399356	\$ 3,630.07	W	
Central Mechanical Services	P0399356	\$ 2,514.00	W	
Central Mechanical Services	P0399356	\$ 827.02	W	
Central Mechanical Services	P0399356	\$ 808.42	W	
Central Mechanical Services	P0399356	\$ 545.30	W	
Central Mechanical Services	P0399356	\$ 404.07	W	
Central Mechanical Services	P0399356	\$ 307.49	W	
Ford and Ulrich, Inc.	P0400831	\$ 3,614.00	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
JHS Restoration Incorporation	P0400011	\$ 7,366.50	W	
JHS Restoration Incorporation	P0400011	\$ 1,116.00	W	
R & C Electric LLC	P0399280	\$ 9,965.00	W	
R & C Electric LLC	P0399280	\$ 9,540.00	W	
R & C Electric LLC	P0399280	\$ 1,380.00	W	
Ryan Business Systems Inc.	P0399277	\$ 3,173.07	W	
Ryan Business Systems Inc.	P0399277	\$ 3,113.91	W	
Ryan Business Systems Inc.	P0399277	\$ 3,113.91	W	
Ryan Business Systems Inc.	P0399278	\$ 571.19	W	
Ryan Business Systems Inc.	P0399278	\$ 444.56	W	
Ryan Business Systems Inc.	P0399278	\$ 320.23	W	
Ryan Business Systems Inc.	P0401816	\$ 975.00	W	
Ryan Business Systems Inc.	P0401816	\$ 742.50	W	
		\$ 54,665.16		

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **3rd** Fiscal Year Period **2021 - 2022**

ENTER THIS QTR-3

Agency Name:	Middlesex Community College	Agency Number:	CCC79100
Prepared by:	Peter Furlani	E-mail:	pfurlani@commnet.edu
Tel. # -	(860) 723-0253	Address:	

*Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ -
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ -
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,120,968.91	173	\$ 3,178,178.05	313
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 43,532.86	17	\$ 376,434.41	44

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)				
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)	\$ 25,749.00	8	\$ 147,248.67	11
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)	\$ 1,047.50		\$ 958.60	
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]	\$ 26,796.50		\$ 148,207.27	
MBE TOTAL (Lines A - W)	\$ 26,796.50		\$ 148,207.27	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	2nd	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:	Middlesex Community College
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Report Prepared by:	Peter Furlani	Agency Number:	
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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	
Fire Protection Testing Incorporated	P0399332	\$ 790.00	SB	
G Donovan Associates Incorporated	P0400112	\$ 6,100.00	SB	
Mercury Cabling Systems, LLC	P0404759	\$ 1,381.17	SB	
Parker X Ray Solution Service	P0403481	\$ 560.00	SB	
Parker X Ray Solution Service	P0403607	\$ 472.00	SB	
Parker X Ray Solution Service	P0403835	\$ 500.00	SB	
R & C Electric LLC	P0399280	\$ 2,280.00	SB	
R & C Electric LLC	P0399280	\$ 1,685.00	SB	
R n B Enterprises	P0400999	\$ 1,568.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
Tull Brothers Inc.	S. Chester 1/10	\$ 170.00	SB	
Total Pest Control LLC	S. Chester 3/25	\$ 150.00	SB	
		\$ 16,736.36		
Central Mechanical Services	P0399356	\$ 2,671.21	W	
Central Mechanical Services	P0399356	\$ 1,716.92	W	
Central Mechanical Services	P0399356	\$ 1,700.00	W	
Central Mechanical Services	P0399356	\$ 1,104.49	W	
Central Mechanical Services	P0399356	\$ 1,066.68	W	
Central Mechanical Services	P0399356	\$ 1,051.80	W	
Central Mechanical Services	P0399356	\$ 911.99	W	
Central Mechanical Services	P0399356	\$ 788.00	W	
Central Mechanical Services	P0399356	\$ 443.25	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
R & C Electric LLC	P0399280	\$ 1,230.00	W	
R & C Electric LLC	P0399280	\$ 980.00	W	
R & C Electric LLC	P0399280	\$ 980.00	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399278	\$ 442.33	W	
Ryan Business Systems Incorporated	P0399278	\$ 335.85	W	
Ryan Business Systems Incorporated	P0399278	\$ 254.16	W	
Ryan Business Systems Incorporated	P0399668	\$ 130.42	W	
Ryan Business Systems Incorporated	P0399668	\$ 129.79	W	
Ryan Business Systems Incorporated	P0399668	\$ 127.54	W	
		\$ 25,749.00		
C&C Janitorial Supplies	P0403686	\$ 1,047.50	WP	
		\$ 1,047.50		



**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **4th** Fiscal Year Period **2021 - 2022**

ENTER THIS QTR-4

Agency Name:	Middlesex Community College	Agency Number:	CCC79100
Prepared by:	Peter Furlani	E-mail:	pfurlani@commnet.edu
Tel. # -	(860) 723-0253	Address:	

*Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGE <sup>1</sup> Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ -
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ -
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ -
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 1,091,707.38	203	\$ 4,268,377.61	594
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 39,280.03	13	\$ 415,714.44	58

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)				
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)	\$ 25,141.08	5	\$ 198,138.75	12
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)	\$ 2,273.31	1	\$ 4,279.41	2
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]	\$ 27,414.39		\$ 202,418.16	
MBE TOTAL (Lines A - W)	\$ 27,414.39		\$ 202,418.16	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021 - 2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	2nd	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:	Middlesex Community College
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Report Prepared by:	Peter Furlani	Agency Number:	
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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	
Fire Protection Testing Incorporated	P0405318	\$ 805.00	SB	
Parker X Ray Solution Service	P0405607	\$ 5,000.00	SB	
R n B Enterprises	P0400999	\$ 2,794.37	SB	
R n B Enterprises	P0400999	\$ 595.00	SB	
Suburban Stationers Incorporated	P0406961	\$ 64.88	SB	
Total Pest Control LLC	P0399273	\$ 64.00	SB	
Total Pest Control LLC	P0399273	\$ 64.00	SB	
Total Pest Control LLC	P0399273	\$ 64.00	SB	
Total Pest Control LLC	P0399273	\$ 64.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
Total Pest Control LLC	P0399273	\$ 55.00	SB	
TPC Associates Incorporated	P0407407	\$ 324.00	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
White Way Laundry Incorporated	P0399271	\$ 107.17	SB	
Tull Brothers	SC 06-APR-2022	\$ 417.25	SB	
DH MARVIN AND SON INC	SC 13-JUN-2022	\$ 129.37	SB	
DH MARVIN AND SON INC	SC 13-JUN-2022	\$ 450.34	SB	
SUBURBAN STATIONERS	KH 28-APR-2022	\$ 4.97	SB	
SUBURBAN STATIONERS	KH 29-APR-2022	\$ 70.33	SB	
SUBURBAN STATIONERS	KH 26-APR-2022	\$ 308.28	SB	
		\$ 11,865.64		
Central Mechanical Services	P0399356	\$ 4,554.61	W	
Central Mechanical Services	P0399356	\$ 2,854.80	W	
Central Mechanical Services	P0399356	\$ 1,688.00	W	
Central Mechanical Services	P0399356	\$ 1,182.00	W	
Central Mechanical Services	P0399356	\$ 1,170.36	W	
Central Mechanical Services	P0399356	\$ 1,043.25	W	
Central Mechanical Services	P0399356	\$ 905.44	W	
Central Mechanical Services	P0399356	\$ 394.00	W	
Infoshred, LLC	P0399301	\$ 53.79	W	
Infoshred, LLC	P0399301	\$ 35.00	W	
Infoshred, LLC	P0399301	\$ 35.00	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Infoshred, LLC	P0399301	\$ 27.56	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399277	\$ 3,173.07	W	
Ryan Business Systems Incorporated	P0399278	\$ 454.88	W	
Ryan Business Systems Incorporated	P0399278	\$ 420.15	W	
Ryan Business Systems Incorporated	P0399278	\$ 352.94	W	
Ryan Business Systems Incorporated	P0399668	\$ 131.99	W	
Ryan Business Systems Incorporated	P0399668	\$ 131.53	W	
Ryan Business Systems Incorporated	P0399668	\$ 131.45	W	
		\$ 25,141.08		
C&C Janitorial Supplies	P0405896	\$ 2,273.31	WP	
		\$ 2,273.31		

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 3RD 01/1/2021-03/31/2021

Agency Name:	Quinebaug Valley Community College	Agency Number:	CC80300
Prepared by:	Debra Guntner	E-mail Address:	<a href="mailto:dguntner@qvcc.edu">dguntner@qvcc.edu</a>
Tel. # -	860-932-4091	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 19,737,164.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 809,900.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 202,475
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 50,619

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 454,487.00	46	\$ 1,421,403.00	150
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 25,596.00	6	\$ 54,382.00	28

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
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)	\$ 6,551.00	2	\$ 18,502.00	7
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)	\$ 391.00	1	\$ 2,705.00	3
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]	\$ 6,942.00		\$ 21,207.00	
MBE TOTAL {Lines A - W}	\$ 6,942.00		\$ 21,207.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
2020-2021

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	01/1/2021-03/31/2021	In reporting data below, does your Agency utilize C.O.R.E.?	3RD QTR
		If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes__X_ No____	NO X

Agency Name:	Quinebaug Valley Community College	2ND QTR
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Report Prepared by:	Debra Guntner	Agency Number:	CC80300
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CERTIFIED VENDORS ONLY		ACTUAL EXPENDITURES		SPECIFY:	
(A)	(B)	(C)	(D)		
Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name	State Contract # OR P.O. #	DAS Certified SBE/MBE AMOUNT	MBE Category		
CHASE GRAPHICS	E0016548	\$ 18,444.00	SBE		
GUARDIAN PEST CONTROL	19PSX0027	\$ 210.00	SBE		
			SBE		
			SBE		
			SBE		
			SBE		
			SBE		
			SBE		
			SBE		
			SBE		
<b>SUBTOTAL SMALL BUSINESS</b>		<b>\$ 18,654.00</b>	AA		
<b>SUBTOTAL ASIAN</b>		<b>\$ -</b>	W		
INFOSHRED	11PSX0318AB	\$ 118.00	W		
AZTEC TECH	2015-1045	\$ 1,004.00	W		
RYAN BUSINESS	SO-19101	\$ 5,429.00	W		
			W		
			W		
<b>SUBTOTAL WOMAN</b>		<b>\$ 6,551.00</b>	W		
<b>SUBTOTAL BLACK</b>		<b>\$ -</b>	WP		
C&C JANITORIAL	MHEC G17	\$ 391.00			
<b>SUBTOTAL WOMEN IBERIAN PENINSULA</b>		<b>\$ 391.00</b>	WH		
<b>SUBTOTAL WOMAN HISPANIC</b>		<b>\$ -</b>	IP		
<b>SUBTOTAL IBERIAN PENINSULA</b>		<b>\$ -</b>			
	<b>SBE/MBE TOTAL</b>	<b>\$ 25,596.00</b>			

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 4TH 04/01/2021-06/30/2021

Agency Name:	Quinebaug Valley Community College	Agency Number:	CC80300
Prepared by:	Debra Guntner	E-mail Address:	<a href="mailto:dguntner@qvcc.edu">dguntner@qvcc.edu</a>
Tel. # -	860-932-4091	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 19,737,164.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 809,900.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 202,475
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 50,619

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 779,618.00	55	\$ 2,201,021.00	205

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 15,973.00	15	\$ 70,355.00	43
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	
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)	\$ 6,532.00	4	\$ 25,034.00	11
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)	\$ 1,029.00	1	\$ 3,734.00	4
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]	\$ 7,561.00		\$ 28,768.00	
MBE TOTAL {Lines A - W}	\$ 7,561.00		\$ 28,768.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2020-2021

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	04/01/2021-06/30/2021	In reporting data below, does your Agency utilize C.O.R.E.?	4TH QTR04/0
If not utilizing C.O.R.E. , DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE Yes__X_ No_____			NO X

Agency Name:	Quinebaug Valley Community College	2ND QTR
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Report Prepared by:	Debra Guntner	Agency Number:	CC80300
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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	
CHASE GRAPHICS	E0016548	\$ 5,157.00	SBE	
GUARDIAN PEST CONTROL	19PSX0027	\$ 210.00	SBE	
SUBURBAN STATIONERS	18PSX0032	\$ 175.00	SBE	
A ROYAL FLUSH	15PSX0020	\$ 1,438.00	SBE	
SUBURBAN SANITATION	17PSX0189	\$ 640.00	SBE	
BACHER CORP	17PSX0118	\$ 792.00	SBE	
			SBE	
			SBE	
			SBE	
			SBE	
			SBE	
			SBE	
<b>SUBTOTAL SMALL BUSINESS</b>		<b>\$ 8,412.00</b>	AA	
<b>SUBTOTAL ASIAN</b>		<b>\$ -</b>	W	
INFOSHRED	11PSX0318AB	\$ 89.00	W	
AZTEC TECH	2015-1045	\$ 513.00	W	
RYAN BUSINESS	SO-19101	\$ 5,901.00	W	
JOHN W GROSS	18PSX0211	\$ 29.00	W	
			W	
			W	
<b>SUBTOTAL WOMAN</b>		<b>\$ 6,532.00</b>		
<b>SUBTOTAL BLACK</b>		<b>\$ -</b>	WP	
C&C JANITORIAL	MHEC G17	\$ 1,029.00		
<b>SUBTOTAL WOMEN IBERIAN PENINSULA</b>		<b>\$ 1,029.00</b>	WH	
<b>SUBTOTAL WOMAN HISPANIC</b>		<b>\$ -</b>	IP	
<b>SUBTOTAL IPERIAN PENINSULA</b>		<b>\$ -</b>		
<b>SBE/MBE TOTAL</b>		<b>\$ 15,973.00</b>		

**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 3RD 01/1/2022-03/31/2022

Agency Name:	Quinebaug Valley Community College	Agency Number:	CC80300
Prepared by:	Debra Guntner	E-mail Address:	<a href="mailto:dguntner@qvcc.edu">dguntner@qvcc.edu</a>
Tel. # -	860-932-4091	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 17,776,112.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 357,289.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 89,322
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 22,331

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 412,840.00	112	\$ 1,277,826.00	350
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 57,696.00	12	\$ 101,500.00	42

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
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)	\$ 6,159.00	4	\$ 18,350.00	12
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)	\$ 1,376.00	1	\$ 3,416.00	3
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]	\$ 7,535.00		\$ 21,766.00	
MBE TOTAL {Lines A - W}	\$ 7,535.00		\$ 21,766.00	

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year  
 2021-2022

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY!!!**

FY QUARTER PERIOD	01/01/2022-03/31/2022	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 <u>X</u> No _____			NO X

Agency Name:	Quinebaug Valley Community College		3RD QTR
Report Prepared by:	Debra Guntner	Agency Number:	CC80300
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
CHASE GRAPHICS	P0401597,399654, 402113,402539	\$ 1,758.00	SBE
G. DONOVAN ASSOC	19PSX0002	\$ 39,000.00	SBE
A ROYAL FLUSH	15PSX0020	\$ 419.00	SBE
GUARDIAN PEST CONTROL	19PSX0027	\$ 210.00	SBE
PRIME ELECTRIC	17PSX0189	\$ 7,089.00	SBE
MCBRIDE WAYSIDE CARPET	20PSX0088	\$ 1,683.00	
			SBE
			SBE
			SBE
			SBE
			SBE
			SBE
			SBE
<b>SUBTOTAL SMALL BUSINESS</b>		\$ <b>50,159.00</b>	AA
<b>SUBTOTAL ASIAN</b>		\$ -	W
INFOSHRED	11PSX0318	\$ 190.00	W
RYAN BUSINESS	18PSX0334	\$ 5,732.00	W
P & S SERVICES, INC	18PSX0211	\$ 238.00	W
			W
			W
<b>SUBTOTAL WOMAN</b>		\$ <b>6,160.00</b>	W
<b>SUBTOTAL BLACK</b>		\$ -	WP
C&C JANITORIAL	MHEC G17	\$ 1,377.00	
<b>SUBTOTAL WOMEN IBERIAN PENINSULA</b>		\$ <b>1,377.00</b>	WH
<b>SUBTOTAL WOMAN HISPANIC</b>		\$ -	IP
<b>SUBTOTAL IPERIAN PENINSULA</b>		\$ -	
<b>SBE/MBE TOTAL</b>		\$ <b>57,696.00</b>	



**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **1ST / 2ND / 3RD / 4TH** Fiscal Year Period

ENTER THIS QTR- 4TH 4/1/22-6/30/22

Agency Name:	Quinebaug Valley Community College	Agency Number:	CC80300
Prepared by:	Debra Guntner	E-mail Address:	<a href="mailto:dguntner@qvcc.edu">dguntner@qvcc.edu</a>
Tel. # -	860-932-4091	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 17,776,112.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 357,289.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 89,322
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 22,331

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 620,460.00	119	\$ 1,898,286.00	469
6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 55,573.00	18	\$ 157,073.00	60

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
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)	\$ 6,717.00	3	\$ 25,067.00	15
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)	\$ 1,222.00	1	\$ 4,638.00	4
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]	\$ 7,939.00		\$ 29,705.00	
MBE TOTAL {Lines A - W}	\$ 7,939.00		\$ 29,705.00	





SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **1st** Fiscal Year Period **July - Sept 2021**

ENTER THIS QTR-

Agency Name:	Three Rivers Community College	Agency Number:	CCC80100
Prepared by:	Valerie Smith	E-mail Address:	<a href="mailto:ysmith@threeivers.edu">ysmith@threeivers.edu</a>
Tel. # -	860-215-9313	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

<b>1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET</b> Page 1 (Summary Page) From The Annual Goals Calculations Report		
<b>2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS</b>		
<b>3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)</b>		\$ -
<b>4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only</b>		\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
<b>5) Total Agency FY Expenditures for Purchases and Contracts</b>	\$ 727,727.26	122	\$ 727,727.26	122

<b>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES</b>	\$ 57,657.40	15	\$ 57,657.40	15
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<b>7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.</b> <i>PLEASE CATEGORIZE:</i>				
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)	\$ 8,431.92	4	\$ 8,431.92	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)	\$ 1,760.06	1	\$ 1,760.06	1
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)				
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, &amp; W)</b>	\$ -		\$ -	
<b>WBE TOTAL [Lines L - W]</b>	\$ 10,191.98		\$ 10,191.98	
<b>MBE TOTAL {Lines A - W}</b>	\$ 10,191.98		\$ 10,191.98	



SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **2nd** Fiscal Year Period **Oct - Dec 2021**

ENTER THIS QTR-

Agency Name:	Three Rivers Community College	Agency Number:	CCC80100
Prepared by:	Valerie Smith	E-mail Address:	<a href="mailto:ysmith@threeivers.edu">ysmith@threeivers.edu</a>
Tel. # -	860-215-9313	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

<b>1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET</b> Page 1 (Summary Page) From The Annual Goals Calculations Report		
<b>2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS</b>		
<b>3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)</b>		\$ -
<b>4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only</b>		\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
<b>5) Total Agency FY Expenditures for Purchases and Contracts</b>	\$ 1,141,465.21	129	\$ 1,869,192.47	191

<b>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors.</b> Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 71,076.37	21	\$ 128,733.77	24
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<b>7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.</b> <i>PLEASE CATEGORIZE:</i>				
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)	\$ 9,904.37	6	\$ 18,336.29	6
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)	\$ 4,531.17	1	\$ 6,291.23	1
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)				
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, &amp; W)</b>	\$ -		\$ -	
<b>WBE TOTAL [Lines L - W]</b>	\$ 14,435.54		\$ 24,627.52	
<b>MBE TOTAL {Lines A - W}</b>	\$ 14,435.54		\$ 24,627.52	



**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **3rd** Fiscal Year Period **Jan - Mar 2022**

ENTER THIS QTR-

Agency Name:	Three Rivers Community College	Agency Number:	CCC80100
Prepared by:	Valerie Smith	E-mail Address:	<a href="mailto:vsmith@threeivers.edu">vsmith@threeivers.edu</a>
Tel. # -	860-215-9313	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

<b>1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET</b> Page 1 (Summary Page) From The Annual Goals Calculations Report	
<b>2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS</b>	
<b>3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)</b>	\$ -
<b>4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only</b>	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
<b>5) Total Agency FY Expenditures for Purchases and Contracts</b>	\$ 1,416,004.36	123	\$ 3,285,196.83	247

<b>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors.</b> Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 48,474.64	11	\$ 169,495.92	24
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<b>7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.</b> <i>PLEASE CATEGORIZE:</i>				
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)	\$ 10,845.46	5	\$ 29,181.75	6
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)	\$ 7,303.44	1	\$ 13,594.67	1
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)				
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, &amp; W)</b>	\$ -		\$ -	
<b>WBE TOTAL [Lines L - W]</b>	\$ 18,148.90		\$ 42,776.42	
<b>MBE TOTAL {Lines A - W}</b>	\$ 18,148.90		\$ 42,776.42	





**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT**

Fiscal Year Quarter **4th** Fiscal Year Period **April - June 2022**

ENTER THIS QTR-

Agency Name:	Three Rivers Community College	Agency Number:	CCC80100
Prepared by:	Valerie Smith	E-mail Address:	<a href="mailto:ysmith@threeivers.edu">ysmith@threeivers.edu</a>
Tel. # -	860-215-9313	<i>Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106</i>	

<b>1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET</b> Page 1 (Summary Page) From The Annual Goals Calculations Report	
<b>2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS</b>	
<b>3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)</b>	\$ -
<b>4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only</b>	\$ -

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
<b>5) Total Agency FY Expenditures for Purchases and Contracts</b>	\$ 1,443,688.09	129	\$ 4,728,884.92	309

<b>6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES</b>	\$ 72,600.75	18	\$ 255,421.20	30
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<b>7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.</b> <i>PLEASE CATEGORIZE:</i>				
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)	\$ 11,085.19	6	\$ 40,266.94	9
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)	\$ 9,485.49	1	\$ 23,080.16	1
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)				
<b>DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, &amp; W)</b>	\$ -		\$ -	
<b>WBE TOTAL [Lines L - W]</b>	\$ 20,570.68		\$ 63,347.10	
<b>MBE TOTAL {Lines A - W}</b>	\$ 20,570.68		\$ 63,347.10	

Section 46a-68-81  
Assignment of  
Responsibility

## Section 46a-68-81: ASSIGNMENT OF RESPONSIBILITY and MONITORING

The ultimate responsibility for adherence to affirmative action and equal opportunity rests directly with the Regional President, Dr. Robert Steinmetz. To assure compliance, the Regional President holds regular meetings with the CEOs, Human Resources, and the Director and Manager of Diversity and Inclusion focusing on the following:

1. Human relations and intergroup relations;
2. Non-discriminatory employment practices;
3. The legal authority for affirmative action and equal employment opportunity and the appointing authority's commitment to affirmative action;
4. Review of the Affirmative Action Plan;
5. Identification of obstacles in meeting the goals of the Affirmative Action Plan.

Kimberly Carolina, Manager of Equal Employment Opportunity, is the Capital-East Region's Equal Employment Opportunity and Affirmative Action Officer. The EEO Officer reports directly to the Capital-East Regional President on all matters concerning affirmative action, equal employment opportunity, diversity, equity, sexual harassment and discrimination. Some of the duties and responsibilities include:

- The development of the Capital-East Region's Affirmative Action Plan; including the maintenance and monitoring of the AA Plan;
- Initiating and maintaining contact with recruiting sources and organizations serving members of protected classes;
- Training and informing the Region of developments in affirmative action/equal employment opportunity laws; and
- Mitigating any discriminatory conduct, investigating complaints and keeping the Regional President and managerial staff aware of any changes with affirmative action/equal employment opportunity policies, laws and regulations.

In order to perform all necessary functions, the EEO Officer has access to all related records, files and material needed to develop the plan. Over the next Plan period, the EEO COE will spend 30% of their staff's time directly handling AA/EEO duties and responsibilities for the Region and will report directly to the President Maduko on all EEO/AA matters at the Region in accordance to the regulations.

The CSCC Capital-East Region's leadership will assess the feasibility of establishing an employee advisory committee for the Region consisting of a cross section of employees. If established, the Capital-East Region shall maintain and submit a record of each person performing any duty related to the development or implementation of the affirmative action plan by name, job, title and percentage of time devoted to affirmative action duties and outline specific responsibilities. As a member of the EEO Center of Excellence (COE) Ms. Carolina also has responsibilities for AA, EEO, searches, and complaints for the Shoreline-West and North-West Regions.

The Regions leadership as well as the VP of DEI and CT State President will continually evaluate and monitor the affirmative action performance of the Deans, managers, supervisors, faculty and other employees assigned affirmative action responsibilities subject to Chapters 67 and 68 of the Connecticut General Statutes; such performance will be considered in promotion and merit increase decisions.

No employee or student shall be coerced, intimidated, or retaliated against for the performance of any affirmative action/equal employment opportunity duties. If there is such an occurrence, it shall be brought directly to the attention of the Regional President or EEO Officer. The President will be informed of such

incidents in consultation with Human Resources. Any employee so aggrieved may independently file a complaint with the Commission on Human Rights and Opportunities (CHRO) or Equal Employment Opportunity Commission (EEOC), provided that nothing shall preclude the Region from disciplining or discharging an employee for just cause.

The CSCC Capital-East Region shall maintain and submit a record of each person performing any duty related to the development or implementation of the affirmative action plan by name, job, title and percentage of time devoted to affirmative action duties and outline specific responsibilities. If the equal employment opportunity officer performs other duties, the plan will identify such duties.

The CSCC Capital-East Region is committed to affirmative action and equal employment opportunity. Each person in the organization who plays a role in assisting in any responsibilities of the Affirmative Action Plan is given an overview of his/her obligations and responsibilities and is completely supported by leadership. This is a listing of the employees with the CSCC Capital-East Region who have assisted in the development and implementation of the Affirmative Action Plan.

*Affirmative Action Plan Team Responsibilities*

<u>Name/Title</u>	<u>% of Time</u>	<u>Race/ Gender</u>	<u>Responsibility</u>
<b>President</b> Dr. John Maduko	15	B/M	Appointing Authority, Oversees the AA/EEO responsibilities and program development & directly oversees staff and employee performance. Monitors budget.
<b>CAMPUS CEO/President</b> Dr. Duncan Harris (CCC) Kimberly Hogan (MxCC) Dr. Mary Ellen Jukoski (TRCC) Dr. Karen Hynick (QVCC) Dr. Nicole Esposito	15 15 15 15 15	B/M W/F W/F W/F W/F	CEOs/President oversee the AA/EEO responsibilities and program development & directly oversee staff and employee performance at their campuses and monitor campus operations.
<b>Dean of Academic Affairs</b> John Lewis (QVCC) Jason Scappaticci (CCC) Donna Bontatibus (MxCC) Fatma Salman, (MCC) Kem Barfield (TRCC)	15 15 15 15 15	W/M W/M W/F T/F B/M	Oversees the Academic Affairs functions and supports activities related to AA/EEO.
<b>Dean of Students</b> John Lewis (QVCC) Jason Scappaticci (CCC) Donna Bontatibus (MxCC) Fatma Salman, (MCC) Kem Barfield (TRCC)	15 15 15 15 15	W/M W/M W/F T/F B/M	Oversees the Student Services, Admissions & Financial Aid functions and supports activities related to AA/EEO. May serve as a Title IX Coordinator.

<b>EEO Officer</b> Dr. John Paul Chaisson-Cardenas	100	H/M	Oversees and manages all AA/EEO compliance functions, including but not limited to recruitment and search committee activities, discrimination complaints, providing records & data and handling mandatory reporting requirements. Develops AAP. Maintains all related records & required documentation.
<b>Equal Employment Opportunity Center of Excellence</b> Nicholas D'Agostino Kimberly Carolina Rebecca Cannon-Klemenz	30 30 15	W/M B/F T/F	Oversee compliance, assist in searches and provide support in the development of the AAP. There are currently two vacancies in the EEO Center of Excellence that will be filled during the reporting period.
<b>Human Resources</b> Theresa Eisenbach Robert Kizer Christie Higney Patrica Lindo Shaylah Carbone Frances Leon Jasmine Rosado	25 25 15 25 25 25 25	W/F B/M W/F B/F W/F H/F H/F	Oversees compliance with the recruitment and selection process, including job posting creation. HR also handles matters related to employee conduct, policy enforcement, and personnel management.
<b>Director of Finance</b> Alessandra Lundberg (QVCC) Ted Hale (CCC) Ashley Labbadia Regina Ferrante (MCC)	10 10 10 10	W/F W/M W/F W/F	Oversees the minority/women/ disabled business contracts, Administrative set-aside program and contract compliance quarterly reports & annual reports to DAS & CHRO.
<b>Chief Regional Fiscal Officer</b> Jennifer Gray	10	W/F	Responsible for regional strategic budget planning and development, fiscal administration and reporting, accounting, and finance services.
<b>Chief Regional Workforce Development Officer</b> Diane Bordonaro	10	W/F	Responsible for the creation and administration of comprehensive workforce development strategies and initiatives that serve the needs of students/job seeker and the region's business community.
<b>Dean of Development and Community Partnerships</b> John McNamara CCC Thomas Reynolds (MCC)	10 10	W/M W/M	Responsibilities include raising funds to support students, faculty and staff; being a liaison to the Community College Foundation; being responsible for the Public Affairs and Marketing

			Department, and representing the campus as the Government Relations liaison.
<b>Public Affairs and Marketing</b> Sue Breault (QVCC) Vivian Nabeta (CCC) Kimberly Hogan (as CEO) Charlene Tappan (MCC) Michael Jordan-Reilly (MCC)	10	W/F W/F W/F W/F W/M	Responsibilities include developing the college's marketing, communications, branding, media relations and social media strategies to advance the college's mission, increase visibility and engagement, and enhance the college's reputation both regionally and nationally.
<b>Campus Operations</b> Robert Godere (QVCC) Jose Colon (CCC) Tom Bayley (TRCC) Kimberly Hogan (MxCC) Andrew Fraser (MCC)	15 15 15 15 15	W/M H/M W/M W/F W/M	Oversees campus operations and participates in campus leadership. They oversee areas with employees in classified positions (clerical, skilled craft, maintenance).

The CSCC Capital-East has developed an internal reporting system to continually audit, monitor and evaluate programs essential for a successful Affirmative Action Plan. The Region is aware that the success of the affirmative action program is tantamount to its leadership and the collaborative efforts of the VP of DEI, the EEO Center of Excellence, Human Resource staff and other regional managers, supervisors and the team that performed duties related to the development and implementation of the AA Plan.

Meetings are held as needed and regularly with the Manager of Equal Employment Opportunity and/or VP of DEI to discuss the hiring and promotional activity, successful program development and the accomplishment of goals and any barriers in meeting goals. Key managers including, but not limited to, CEOs/President and the Regional Leadership Team are briefed on all current affirmative action and equal employment opportunity matters. Topics discussed include, but are not limited to, hiring, promotional and programmatic goals, the recruitment and search process and the formation of diverse search committees, diversity of staff and students, development of related programs, potential upward mobility opportunities, complaint investigations, and other related AA/EEO issues.

Each search committee must be diverse, and at a minimum be diverse in race and gender. They also frequently include members of protected classes to best reflect our workforce. They are given their charge regarding affirmative action responsibilities prior to the commencement of their review and evaluation of the applicants that applied. They are briefed about the screening process, especially regarding the development of selection criteria, interview questions are created and approved prior to the interview process; and they are advised of guidelines that are in compliance with laws and regulations and legal questions to be considered for interview purposes. They are also required to complete the online training – Bias in the Interview.

The EEO Center of Excellence develops and issues an annual Affirmative Action Plan summary report containing the overall status of the program, results achieved toward established objectives, identification of any particular problems encountered and recommendations for corrective actions needed. This report and the AA Plan are reviewed with regional leaders prior to submission. Subsequent updates and/or reports occur periodically throughout the reporting period.

**CT STATE COMMUNITY COLLEGE  
CAPITAL-EAST REGION  
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY  
REPORTING PERIOD: July 1, 2021 – June 30, 2022**

## Overall Status of the Affirmative Action/Equal Employment Opportunity Program

The CSCC Capital-East Region remains committed to a policy of affirmative action, equal employment opportunity, diversity, inclusion, and equity in the workplace. All campus affirmative action plans were in compliance with the regulations and approved by the Commission on Human Rights and Opportunities. The Capital-East Region has just submitted the first CSCC regional plan which covers the reporting period July 1, 2021 through June 30, 2022 and details our efforts, goals, responsibilities and establishes our new hiring, promotional and programmatic goals for 2022-2023.

Copies of the Affirmative Action Plan are available in the Human Resources Offices, the Regional President's Office, and the CSCU website. As a public document, the Plan was (and remains) available for review by employees, and the general public throughout the entire reporting period. The respective unions were encouraged to review the last AA Plan and direct any comments in writing to the Human Resources Director/Equal Employment Opportunity Officer. During the past reporting period, no comments were received.

As this is a new AA Plan, there is no report on prior goals or hires/promotions. Future executive summaries will include an analysis of numeric goals set compared to numeric goals achieved.

The Capital-East Region is committed to ensuring that the workforce is in parity with the relevant labor market area, demonstrating good faith efforts to achieving hiring, promotion and program goals, and addressing all deficiencies, omissions and errors as noted by the Commission on Human Rights and Opportunities (CHRO).

## Affirmative Action, Equal Employment Opportunity, Diversity and Equity Responsibilities

The region strives to be in compliance with the CT Commission on Human Rights and Opportunities (CHRO), Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR) mandatory requirements and related laws, statutes and regulations.

The Connecticut State Colleges and Universities (CSCU) and the CT State Community College has a responsibility for compliance with affirmative action, equal employment opportunity, diversity, inclusion and equity, Americans with Disabilities Act (ADA) and Title IX mandates and to set an example for the entire CSCU system to embrace these initiatives.

## Affirmative Action Plan (AAP) Requirements

The CT Affirmative Action Regulations require that the ultimate responsibility for promoting and enforcing affirmative action rests with the Appointing Authority or Agency Head.

The Capital East Region is required to file an annual Affirmative Action Plan for the current reporting period that covers the timeframe covering July 1, 2021 through June 30, 2022. CHRO reviews the AAP by the Regulations "Standard of Review" and by enforcing affirmative action and equal employment opportunity compliance.

The AAP has seventeen (17) narrative and statistical elements that analyze different parts of the employment process at each stage of the hiring & selection process. Some parts of the AAP required by



CT Regulations include:

- Analyzing all personnel activity including all hiring, promotions, upward mobility opportunities and separations in the workforce;
- Reviewing the employment process to identify barriers to affirmative action, equal employment opportunity, diversity, inclusion and equity;
- Tracking all applicants through the entire employment process to identify the step at which they are no longer considered for the position;
- Setting hiring and promotional goals by comparing the workforce with similar job categories in the available census, labor, educational and other sources of data.

The most critical part of the AA Plan is the Goals Analysis narrative section. The CT CHRO Regulations require this section to be complete and detailed about every applicant that applies for every position during the reporting period. This section is difficult to develop and requires that each search committee be responsible for providing documentation and detailed reasons for selection or non-selection of every applicant.

Agencies demonstrate every “good-faith efforts” to achieve hiring, promotional and programmatic goals. Good faith efforts is defined as the degree, care and diligence, which a reasonable person would exercise in the performance of legal duties and obligations. At a minimum, it includes all those efforts reasonably exhausted to achieve the full and fair participation of all applicants in the search process and employees in all employment processes within the region. It includes efforts toward full statutory and regulation requirements.

### Capital East Region Total Workforce:

**WORKFORCE ANALYSIS**  
**TOTAL WORKFORCE**

Form 83A

AGENCY: [CSCC Capital East Region](#)

REPORTING DATE: [June 30, 2022](#)

OCCUPATIONAL CATEGORY/ JOB TITLE	GRAND Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO or MORE	
		M	F	M	F	M	F	M	F	M	F	M	F
<b>Executive/Managerial</b>	27	13	14	10	12	2	2	1	0	0	0	0	0
%TOTAL	100.0%	48.1%	51.9%	37.0%	44.4%	7.4%	7.4%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Faculty</b>	267	108	159	79	127	14	12	7	10	8	9	0	1
%TOTAL	100.0%	40.4%	59.6%	29.6%	47.6%	5.2%	4.5%	2.6%	3.7%	3.0%	3.4%	0.0%	0.4%
<b>Professional</b>	222	71	151	46	91	16	20	6	30	3	10	0	0
%TOTAL	100.0%	32.0%	68.0%	20.7%	41.0%	7.2%	9.0%	2.7%	13.5%	1.4%	4.5%	0.0%	0.0%
<b>Tech/Paraprofessional</b>	9	0	9	0	3	0	3	0	3	0	0	0	0
%TOTAL	100.0%	0.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Secretarial/Clerical</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
%TOTAL	100.0%	4.3%	95.7%	4.3%	56.5%	0.0%	13.0%	0.0%	21.7%	0.0%	4.3%	0.0%	0.0%
<b>Skilled Craft</b>	2	2	0	1	0	1	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Service/Maintenance</b>	48	38	10	22	8	6	0	8	2	2	0	0	0
%TOTAL	100.0%	79.2%	20.8%	45.8%	16.7%	12.5%	0.0%	16.7%	4.2%	4.2%	0.0%	0.0%	0.0%
<b>Protective Service</b>	12	10	2	6	1	2	0	2	1	0	0	0	0
%TOTAL	100.0%	83.3%	16.7%	50.0%	8.3%	16.7%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>610</b>	<b>243</b>	<b>367</b>	<b>165</b>	<b>255</b>	<b>41</b>	<b>40</b>	<b>24</b>	<b>51</b>	<b>13</b>	<b>20</b>	<b>0</b>	<b>1</b>
%TOTAL	<b>100.0%</b>	<b>39.8%</b>	<b>60.2%</b>	<b>27.0%</b>	<b>41.8%</b>	<b>6.7%</b>	<b>6.6%</b>	<b>3.9%</b>	<b>8.4%</b>	<b>2.1%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>0.2%</b>

Summary of the 2022 Affirmative Action Plan Achievements:

2020-2021 Goal Achievements

EEO Category	Goals Established	Hires	Promotions	Goal Achievement
Executive	H: 4WM, 1HF, 1AM, 1AF P: None	3WM, 1HM	1WM	4 out of 5 hires and promotions or 80%
Professor	H: None P: 24WF, 4HF	Zero	1WM, 9WF,	9 out of 10 promotions or 90%
Associate Professor	H: None P: 1BM, 3HM, 5AM, 7AF	Zero	2WM, 3WF, 1AM, 2AF	3 out of 8 hires or 37.5%
Assistant Professor	H: 1WM, 2BM, 1BF, 1HF P: 1WF	9WF, 2BF, 3HF	1WF, 1BM	2 out of 5 hires or 40% 1 of 2 promotions or 50%
Instructor	H: 1WM P: None	3WM, 7WF, 3BM, 1BF, 2HF, 1AF, 1TF	Zero	1 out of 1 goal or 100%
Professional	H: 4BM, 2BF, 2HM, 4HF, 1AM, 3AF	11WM, 32WF, 7BM, 7BF, 3HM, 16HF, 3AF	Zero	15 out of 16 hiring goals or 94%
<b>Hartford County</b>				
Clerical	H: 1WM, 3WF, 1BM P: None	Zero	Zero	N/A
Paraprofessionals	H: 1WM, 2WF, 1AF P: None	Zero	Zero	N/A
Skilled Craft	H: 1WM P: None	1WM	Zero	1 out of 1 goal or 100%
Protective Services	H: 1WF, 1BF P: None	1WM	Zero	0 out of 1 or 0%
Service Maintenance	H: 3WM, 1WF, 2BF, 1HF P: None	2WM	Zero	2 out of 2 hires or 100%

<b>Middlesex County</b>				
Clerical	H: 2WF P: None	Zero	Zero	N/A
Paraprofessionals	H: 1WF P: None	1WF	Zero	1 out of 1 goals or 100%
Service Maintenance	H: 1WF P: None	Zero	Zero	N/A
<b>New London County</b>				
Clerical	H: 1WF, 1HF P: None	1HF	Zero	1 out of 1 hires or 100%
Paraprofessionals	H: 1WM P: None	Zero	Zero	N/A
Service Maintenance	H: 1BM, 1HM, 1HF, 1AM P: None	Zero	Zero	N/A
<b>Windham County</b>				
Clerical	H: None P: None	Zero	Zero	N/A
Service Maintenance	H: 1WM, 1HF P: None	Zero	Zero	N/A
<b>Program Goals</b>				
Program Goals	3 Established			2 Achieved and 1 Partially Achieved.

## Summary of the 2022-2023 Affirmative Action Goals and Objectives

The following hiring and promotion goals have been set for the period July 1, 2022 – June 30, 2023 in accordance with Regulations of Connecticut State Agencies Section 46a-68-85.

### Statewide/National – Regional AA Plan Goals

Executive/Administrative/Managerial	HIRES: 1WF, 1HF, 1AM*, 1AF
Professor	PROMOTIONS: 2WM, 3WF, 5HF, 3AF
Associate Professor	PROMOTIONS: 2BM, 2BF, 2HM, 2HF, 2AM, 1AF
Assistant Professor	HIRES: 4WM, 1BM, 1TF PROMOTIONS: 1WM
Instructor	HIRES: 4WM, 1HM, 1AM
Professional Non-Faculty	HIRES: 2WM, 6WF, 3HM, 2AM, 1TM, 2TF
Guided Pathways Advisor 1	HIRES: 3WM, 4WF, 1BF, 1HM, 1AM, 1TF

\*Asian, American Indian, Alaska Native, Hawaiian Native, Pacific Islander

### Hartford County Labor Market Area

Administrative/Clerical	HIRES: 1WM, 2WF, 1AF, 1TF
Technical/Paraprofessional	HIRES: 1WM, 2WF, 1HM
Skilled Craft Workers	HIRES: 1WM
Protective Services Workers	HIRES: 1BF
Service Maintenance	HIRES: 1WM, 1WF, 1BF, 2HF, 1TM

### Middlesex County Labor Market Area

Administrative/Clerical	HIRES: 1WF, 1BF
Technical/Paraprofessional	HIRES: 1WM
Service Maintenance	HIRES: 1WF

### New London County Labor Market Area

Administrative/Clerical	HIRES: 1WM
Technical/Paraprofessional	HIRES: 1WF
Service Maintenance	HIRES: 1WM, 1HM, 1TM

### Windham County Labor Market Area

Administrative/Clerical	NONE
Service Maintenance	HIRES: 1WM, 1HM

### PROGRAM GOALS:

While the CSCC's Capital-East Region has not identified any barriers in any of the employment processes within the Identification of Problem Areas element, the Region sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

#### **2021 – 2022 PROGRAM GOALS**

While the CSCC's Capital-East Region has not identified any barriers in any of the employment processes within the Identification of Problem Areas element, the Region sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

1. The region sets a goal to increase recruitment efforts to ensure we achieve larger and diverse applicant pools. Steps to include, but are not limited to, increased social media presence, community events, additional recruitment sources, career fairs.

**Responsible persons:** CEOs, Recruitment and Talent Center of Excellence.

**Timeframe:** Completion by June 30, 2022.

2. The region will support the CSCU System Office's goal to train all managers within the region on DEI, EEO, Civil Rights, and Managing a Diverse workforce.

**Responsible persons:** CEO's, HR, DEI, EEO Center of Excellence.

**Timeframe:** Completion by June 30, 2022.

Section 46a-68-82  
Organizational Analysis

## **Section 46a-68-82: ORGANIZATIONAL ANALYSIS**

### **Job Title Study**

Capital-East region has conducted a job classification study for occupational category.

The following is a listing of positions with no lines of progression, since most are at the top of their respective classifications. Job titles, which are in the Community Colleges classifications, have no progression lines because promotions are in rank rather than in position. When new vacant positions become available, they are filled through the region's search process and any collective bargaining agreements are also followed. Most positions are considered unclassified and require very skilled higher education expertise and direct experience working with students.

### **Executive/ Administrative/ Managerial**

Regional President  
Campus CEO  
Dean of Academic and Student Affairs  
Dir of Enrollment Management  
Director, Finance & Administration  
Director of the Learning Resources  
Regional Director, Institutional Research  
Division Director Nursing & Allied Health  
Director of Planning, Research & IE  
Director, Counseling/Student Success  
Director, Enrollment Management  
Director of Information Technology  
Director of Library Services  
Director of Student Development Services

### **Faculty**

Professor

### **Professional/Non-Faculty**

Allied Health Coordinator  
Assistant to the Dean  
Assistant to the Grant Coordinator  
Associate Dean-Campus Ops  
Associate Dean of Development  
Associate Dean Campus Operations  
Associate Dir Financial Aid Svcs.  
Associate Dean Health Sciences/Dir. Nursing  
Associate Dean of Business & Prof. Programs  
Associate Dean - LABSS  
Associate Director ACE  
Bookstore Assistant Supervisor  
Business & Industry Instructor

Children's Reading Rm Coordinator  
Clinical Coordinator  
Collection Agent  
Continuing Education Program Specialist  
Coordinator Facilities Mgmt & Public  
College Career Pathways Coord  
Continuing Education Coord  
Coordinator AMTC - Welding  
Coordinator of Academic IT  
Coordinator Media Serv Info Tech  
Coordinator of Academic Support  
Coordinator of Administrative Information  
Coordinator New Student Adv/Student Succ  
Dean of Students Services  
Dean of Danbury Campus  
Director Center Job Placement/College Opportunities  
Director of Business & Industry Svcs.  
Director of Academic Success Center  
Director of Child Development Center  
Director of Education Technology  
Director of Financial Aid Services  
Director of Marketing & Public Relations  
Director of Student Academic Engagement  
Director of Workforce Transition & Outreach  
Diversity, Recruitment, Advising & Retention Spec.  
Director Academic Support  
Director Facilities & Events Mgmt.  
Director Financial Aid Services  
Director Museum of Art  
Director of Admissions  
Director of Assessment  
Director of Career Services  
Director of Child Dev Center  
Director of Distance Learning  
Director of Facilities  
Director of Student Activities  
Director of Student Services Center  
Director of Support Services  
Director of the Academic Skill  
Education Technology Specialist  
Enrollment & Retention Specialist



ESL Coordinator  
Executive Asssistant to President  
Graphic Specialist  
Facilities Project Assistant  
Instructional Specialist  
Interpreter-Tutor  
Learning Disabilities Specialist  
Library Associate II  
Media Specialist  
Placement Testing Specialist  
Program Coordinator  
Program Director  
Project Assistant  
Public Relations Associate  
Public Relations Graph. Artist  
Research Specialist  
Retention Specialist RC  
Bookstore Supervisor 2  
Technical Coordinator: Fine Arts  
Testing Coordinator  
Testing Specialist  
Title V Coordinator  
Transfer Coordinator  
Transfer Enrollment Specialist  
Tutor  
Veterinary Technology Tech  
Workforce Development Coord

**Technical/Paraprofessional**

Academic Assistant  
Administrative Serv Asst  
Advising Services Assistant  
Continuing Education Aide  
Library Assistant  
PersonnelAideRC  
Bursar Services Assistant

**Secretarial/Clerical**

Administrative Assistant

**Service/Maintenance**

Building Superintendent 3  
Quality Craft Worker Electrical  
Quality Craft Worker HVAC  
Quality Craft Worker Locksmith  
Quality Craft Worker Painting  
Boiler Tender  
Duplicating Technician  
Lead Mail Handler  
Material Storage Supervisor 2  
Storekeeper Assistant

**Protective Services**

Police Lieutenant

The following is a listing of position progressions that depict the order that jobs advance through promotions. NOTE: Director (Administrator) positions are not included in the progression since these positions are filled by search rather than promotion. Most of the lines of progression used within the Capital East region are classified collective bargaining positions and Faculty ranks are considered unclassified collective bargaining positions.

## **Lines of Progression**

### **Faculty**

Professor

Associate Professor

Assistant Professor

Instructor

### **Building Maintenance**

BuildingSuperintendent3

BuildingSuperintendent2

BuildingSuperintendent1

Skilled Maintainer

Maintainer

Lead Custodian

General Trades Worker

Custodian

### **Accounting**

Associate Accountant

Accountant

Accounts Payable Coordinator

Assistant Accountant

### **Academic Advisement**

Counselor

Academic Advisor

Achievement Coach

Academic Associate

Accessibility Services Coordinator

CAPS Coordinator

Student Retention Special (Coaching)

Student Services Advisor

### **Administrative Support**

Administrative Assistant

Secretary 2

Secretary 1

Lead Telephone Operator

Telecomm Operator

Office Assistant

Clerk Typist

**Admissions**

Associate Director of Admissions

Assistant Director of Admissions

Admissions Transfer Coordinator

**Allied Health**

Clinical Supervisor, Nursing

Clinical Coord/RespCare Pgm RC

Clinical Coord-Surgi Tech

Allied Health Admin Coordinator

Allied Health/Nursing Advisor

Nurse/Allied Health Project Assistant

**AMTC**

AMTC Academic Associate

AMTC Business & Industry Instructor

AMTC Instructor

AMTC – Tutor

**Child Development**

Director Child Development Center

Assistant Teacher, CDLS

Child Development Teacher

**Continuing Education**

Coordinator of Adult Education Continuing Education  
Coordinator

Continuing Education Associate

Continuing Education Aide

**Enrollment Management**

Director

Associate Director

Assistant Director

Recruitment & Retention Coordinator

Coordinator International Stud. Services

Enrollment Services Assistant

**Finance**

Bursar

Associate Director Finance & Admin Services

Assistant Director Financial Aid

Fiscal/Administrative Officer

Payroll Officer 1

Fscl/Admin Asst

Purchasing Assistant

Cash accounting clerk

Financial Clerk

**Information Technology**

Assistant Director of IT

Director Educational Technology

Network Manager

Coordinator of Administrative IT

Systems Manager

IT Analyst 2

IT Tech I

IT Tech 2

IT Technician

**Institutional Research**

Regional Director, Institutional Research

Campus Director Inst. Research

**Library Services**

Digital/Instruction Librarian

Systems Librarian

Ref/Instr.Librarian

Librarian

**Public Safety**

Police Lieutenant

Police Master Sergeant

Police Sergeant

Police Officer

Buildings and Grounds Patrol Offc.

**Registrar**

Registrar

Associate Registrar

Assistant Registrar

Registration Services Assistant

**Student Services**

Student Services Coordinator

Acad. & Student Affairs Assoc.

Student Services Specialist

AcadAdv/StudRetSpec

Student Services Assistant

## Occupational Category Study

The following is a list of positions within the Shoreline-West Region, ranked from highest to lowest and the minimum salary for each position. Minimum salary levels were established by Collective Bargaining Agreements.

<b>Classification</b>	<b>Title</b>	<b>Salary Range</b>
<b>Executive, Administrative and Managerial</b>		
Exec 5	CT State President	\$224,986 - \$337,478
Exec 2	VP of Campus Operations	\$138,432 - \$207,648
Exec 2	Campus CEO	\$138,432 - \$207,648
Manager 3	Dean	\$99,994- \$149,990
	Chief Operating Officer	
CCP-22	Director, Academic Division	\$99,472 - \$180,582
CCP-21	Director, Finance & Administration	\$91,086 - \$165,366
CCP-21	Regional Director, Institutional Research	\$91,086 - \$165,366
Manager 2	Executive Director – HCC Foundation	\$85,478 - \$128,218
CCP-20	Director, Counseling/Student Success	\$83,896 - \$152,309
CCP-20	Director, Enrollment Management	\$83,896 - \$152,309
CCP-20	Director of Information Technology	\$83,896 - \$152,309
CCP-20	Director of Library Services	\$83,896 - \$152,309
CCP-20	Director of Student Development Svcs	\$83,896 - \$152,309
<b>Faculty-American Federation of Teachers (AFT)</b>		
Unclassified	Professor	\$82,137 - \$130,878
Unclassified	Associate Professor	\$71,570 - \$114,152
Unclassified	Assistant Professor	\$63,361 - \$99,652
Unclassified	Instructor	\$62,541 - \$89,658
<b>Congress of Connecticut Community Colleges (4C's)</b>		
Unclassified	Professor	\$82,137 - \$130,878
Unclassified	Associate Professor	\$71,570 - \$114,152
Unclassified	Assistant Professor	\$63,361 - \$99,652
Unclassified	Instructor	\$62,541 - \$89,658
<b>Professional Non-Faculty</b>		
Manager 2	Associate Dean – Campus Operations	\$85,478 - \$128,218
	Director of Grant Program	
AR-26	Associate Accountant	\$85,957 - \$110,549
CCP-19	Accessibility Services Coordinator	\$77,003 - \$139,797
	Campus Director, Institutional Research	
	Counselor	
	Director of Academic Support	
	Director of Admissions	

	Director of Career Services	
	Director, Child Development Center	
	Director, Facilities & Events Management	
	Director, Financial Aid Services	
	Director, Institutional Research	
	Director, Medical Office Management	
	Director, Museum of Art	
	Director, Recruitment & International Affairs	
	Director of Support Services	
	Director of Student Service Center	
	Program Director, PT Program	
	Program Director, Respiratory Care	
	Registrar	
	Student Dev & Services Associate	
AR-23	Accountant	\$74,522 - \$96337
	Fiscal Administrative Officer	
CCP-18	Bookstore Supervisor 2	
	Allied Health Coordinator	\$71,008 – \$129,011
	Assistant Director of Information Technology	
	Associate Director, Admissions	
	Associate Director, Finance & Admin Services	
	Associate Director, Financial Aid Services	
	CAPS Coordinator	
	Continuing Education Coordinator	
	Clinical Coordinator	
	Clinical Supervisor	
	Digital Instruction Librarian	
	Director of Assessment	
	Director of Educational Technology & Media	
	Learning Disability Specialist	
	Librarian	
AR-21	Payroll Officer 1	\$69,251 - \$87,453
CCP-17	Coach Achievement	\$65,316 - \$118,746
	Assistant Director of Admissions	
	Assistant to Dean	
	Bursar	
	Child Development Teacher	
	Coordinator International Student Services	
	Coordinator of Administrative IT	
	Coordinator Service Learning	
	Director of Student Activities	
	Director of Student Life	
	Educational Technologies Specialist	
	Infant/Toddler Teacher	
	Institutional Support Specialist (M&E)	

	Language Lab Coordinator	
	MFG Tech Instructor	
	Network Manager	
	Recruitment & Retention Coordinator	
	Research Specialist	
	Transfer Coordinator	
	Executive Assistant	\$62,003 - \$93,005
CCP-16	Academic Associate	\$60,520 - \$109,874
	Admissions Transfer Coordinator	
	Assistant Director of Admissions	
	Assistant Director Financial Aid Services	
	Auto Program Facilitator	
	Associate Registrar	
	Continuing Education Aide	
	Culinary Associate	
	Donor Stewardship Associate	
	Educational Technician Specialist	
	Education Partnership Associate	
	Grant Development Specialist	
	Grant Project Assistant	
	Graphic Specialist	
	Instructional Support Specialist	
	IT Technician II	
	Marketing Associate	
	Public Relations Associate	
	Retention Specialist	
	Student Retention Specialist	
	Student Services Advisor	
CCP-15	Enrollment Management Specialist	\$55,728- \$101,254
	Testing Coordinator	
	Testing Specialist	
	Transfer Enrollment Specialist	
CCP-14	Academic Assistant	\$51,531 – 93,532
	Assistant Registrar	
	Assistant to the Grant Coordinator	
	IT Technician 1	
	Library Associate	
	<b>Technical/Paraprofessional</b>	
AR-19	Fiscal Administrative Assistant	\$62,799 - \$79,907
AR 18	Assistant Accountant	\$62,799 - \$79, 907
CCP 13	Bursar Services Assistant	\$48,438 - \$87,933
	Child Development Assistant Teacher	
	Continuing Education Aide	
	Enrollment Services Assistant	



Faculty Services Project Assistant  
Registration Services Assistant

**Secretarial/Clerical**

CL 19	Administrative Assistant	\$60,703 - \$78,553
Professional 2	Administrative Assistant	\$52,685 - \$79,027
CL 16	Payroll Clerk	\$52,585 - 68,764
	Secretary 2	
CL 15	Head Cash Accounting Clerk	\$50,199 - \$65,829
	Head Clerk	
CL 14	Secretary 1	\$48,041 - \$63,037
CL 13	Office Assistant	\$46,034 - \$60,398
CL 10	Clerk Typist	\$41,274 - \$52,173

**Skilled Craft**

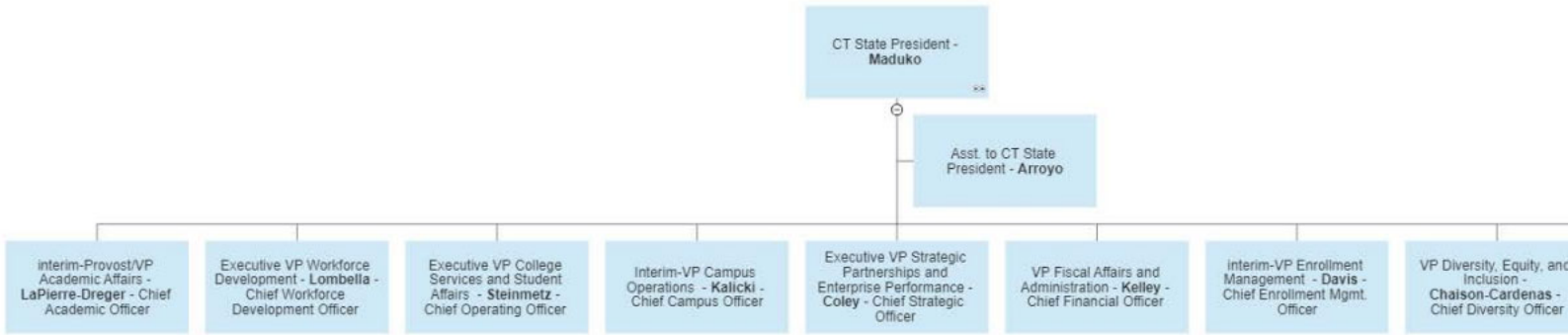
TC-18	QCW(HVACR)	\$56,642 - \$69,887
TC-17	QCW(Carp)	\$53,986 - \$73,035

**Service/Maintenance**

TC 20	Building Superintendent I	\$62,308 - \$79,789
	Maintenance Supervisor 2 (Gen)	
TC 16	Material Storage Supervisor 1	\$51,506 - \$66,882
TC 15	General Trades Worker	\$49,173 - \$64,055
TC-14	Supervising Custodian	\$46,997 - \$61,374
	Material Storage Specialist	
	Skilled Maintainer	
TC 12	Storekeeper Assistant	\$42,676 - \$54,306
TC 11	Lead Custodian	\$41,471 - \$52,517
	Mail Handler	
TC 09	Custodian	\$39,226 - \$49,017
	Maintainer	

**Protective Service**

PS 16	Police Master Sergeant	\$74,937 - \$100,094
PS 14	Police Sergeant	\$68,268 - \$91,365
PS 11	Police Officer	\$60,258 - \$79,289
PS 5	Building & Grounds Patrol Officer	\$45,275 - \$60,756



Section 46a-68-83  
Workforce Analysis

**WORKFORCE ANALYSIS**

Form 83A

**TOTAL WORKFORCE**

AGENCY: [CSCC Capital East Region](#)

REPORTING DATE: [June 30, 2022](#)

OCCUPATIONAL CATEGORY/ JOB TITLE	GRAND Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE	
		M	F	M	F	M	F	M	F	M	F	M	F
<b>Executive/Managerial</b>	27	14	13	11	11	2	2	1	0	0	0	0	0
%TOTAL	100.0%	51.9%	48.1%	40.7%	40.7%	7.4%	7.4%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Faculty</b>	268	108	160	79	129	14	12	7	9	8	9	0	1
%TOTAL	100.0%	40.3%	59.7%	29.5%	48.1%	5.2%	4.5%	2.6%	3.4%	3.0%	3.4%	0.0%	0.4%
<b>Professional</b>	222	69	153	46	91	16	20	6	30	1	12	0	0
%TOTAL	100.0%	31.1%	68.9%	20.7%	41.0%	7.2%	9.0%	2.7%	13.5%	0.5%	5.4%	0.0%	0.0%
<b>Tech/Paraprofessional</b>	9	0	9	0	3	0	3	0	3	0	0	0	0
%TOTAL	100.0%	0.0%	100.0%	0.0%	33.3%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Secretarial/Clerical</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
%TOTAL	100.0%	4.3%	95.7%	4.3%	56.5%	0.0%	13.0%	0.0%	21.7%	0.0%	4.3%	0.0%	0.0%
<b>Skilled Craft</b>	2	2	0	1	0	1	0	0	0	0	0	0	0
%TOTAL	100.0%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Service/Maintenance</b>	48	38	10	22	8	6	0	8	2	2	0	0	0
%TOTAL	100.0%	79.2%	20.8%	45.8%	16.7%	12.5%	0.0%	16.7%	4.2%	4.2%	0.0%	0.0%	0.0%
<b>Protective Service</b>	12	10	2	6	1	2	0	2	1	0	0	0	0
%TOTAL	100.0%	83.3%	16.7%	50.0%	8.3%	16.7%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>611</b>	<b>242</b>	<b>369</b>	<b>166</b>	<b>256</b>	<b>41</b>	<b>40</b>	<b>24</b>	<b>50</b>	<b>11</b>	<b>22</b>	<b>0</b>	<b>1</b>
%TOTAL	100.0%	39.6%	60.4%	27.2%	41.9%	6.7%	6.5%	3.9%	8.2%	1.8%	3.6%	0.0%	0.2%

**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY**

AGENCY

[CSCC Capital East Region](#)

REPORTING DATE: [June 30, 2022](#)

OCCUPATIONAL CATEGORY:

[EXECUTIVE/ADMINISTRATIVE/MANAGERIAL](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Assoc Dean Campus Operations	4	4	0	3	0	0	0	1	0	0	0	0	0
Assoc Dean of Faculty	1	0	1	0	1	0	0	0	0	0	0	0	0
Assoc Dean of Student Develop	1	1	0	1	0	0	0	0	0	0	0	0	0
Assoc Dean of Wrkfc Dev & CE	1	1	0	0	0	1	0	0	0	0	0	0	0
Associate Dean of Student Affairs	1	0	1	0	1	0	0	0	0	0	0	0	0
Campus CEO	2	1	1	0	1	1	0	0	0	0	0	0	0
CSCU Region Pres Capital-East	1	1	0	1	0	0	0	0	0	0	0	0	0
Dean of Academic Division	1	0	1	0	1	0	0	0	0	0	0	0	0
Dean of Administration	1	0	1	0	1	0	0	0	0	0	0	0	0
Dean of Institutional Advancement	1	1	0	1	0	0	0	0	0	0	0	0	0
Dean of Students	1	1	0	1	0	0	0	0	0	0	0	0	0
Dir Library/Learning Commons	1	0	1	0	1	0	0	0	0	0	0	0	0
Dir of Admissions Operations	1	0	1	0	1	0	0	0	0	0	0	0	0
Dir Student Devel Services	1	0	1	0	0	0	1	0	0	0	0	0	0
Dir, Library & Educ Technology	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Library Services	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Finance and Admin	2	1	1	1	1	0	0	0	0	0	0	0	0
Director of Information Technology	2	1	1	1	0	0	1	0	0	0	0	0	0
Manager 3	1	1	0	1	0	0	0	0	0	0	0	0	0
President	1	0	1	0	1	0	0	0	0	0	0	0	0
Regional Director, IR	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>27</b>	<b>14</b>	<b>13</b>	<b>11</b>	<b>11</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY**

Continuing Education Coordinator	2	1	1	1	0	0	0	0	1	0	0	0	0
Coordiantor AMTC -Welding	1	0	1	0	0	0	0	0	1	0	0	0	0
Coordinator of Academic Info Tech	1	1	0	1	0	0	0	0	0	0	0	0	0
Coordinator of the Writing Center	1	1	0	1	0	0	0	0	0	0	0	0	0
Corporate Media Producer	1	1	0	1	0	0	0	0	0	0	0	0	0
Counselor	5	2	3	2	1	0	0	0	2	0	0	0	0
Dev. Associate	1	0	1	0	1	0	0	0	0	0	0	0	0
Dir Career & Vet Srvces	1	0	1	0	1	0	0	0	0	0	0	0	0
Dir of Academic Media Tech	1	1	0	1	0	0	0	0	0	0	0	0	0
Dir, Multicultral&Intrnatl Aff	1	1	0	0	0	0	0	0	0	1	0	0	0
Dir. Non Credit Programs	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Education Technology	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Institutional Advancement	3	0	3	0	2	0	0	0	0	0	1	0	0
Director Library Services	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Manufacturing & Techn	1	1	0	1	0	0	0	0	0	0	0	0	0
Director Non Credit Programs	2	0	2	0	1	0	0	0	1	0	0	0	0
Director of Admissions - QV/TR	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of AMTC	1	1	0	1	0	0	0	0	0	0	0	0	0
Director of Child Development	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Distance Learning	2	1	1	0	0	1	0	0	0	0	1	0	0
Director of Educational Techno	1	0	1	0	0	0	0	0	0	0	1	0	0
Director of Facilities	1	1	0	0	0	0	0	1	0	0	0	0	0
Director of Financial Aid Serv	3	0	3	0	3	0	0	0	0	0	0	0	0
Director of Information Technology	1	1	0	1	0	0	0	0	0	0	0	0	0
Director of Mrktg & PR	1	0	1	0	0	0	1	0	0	0	0	0	0
Director of Planning	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Public Relations	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Strategy Enrollment Management	1	0	1	0	1	0	0	0	0	0	0	0	0
Director Student Activities	2	1	1	0	0	1	0	0	1	0	0	0	0
Director, Academic Support Ctr	2	1	1	1	0	0	0	0	1	0	0	0	0
Disability Suppt Srvcs Coord	1	0	1	0	1	0	0	0	0	0	0	0	0
Education Support Spec (Eng)	1	0	1	0	1	0	0	0	0	0	0	0	0
Education Support Spec (Math)	1	0	1	0	1	0	0	0	0	0	0	0	0
Education Technology Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0
Enrollment Mgmt Coord -Admissn	1	1	0	0	0	1	0	0	0	0	0	0	0
Enrollment Services Assistant	14	3	11	0	5	2	2	1	4	0	0	0	0
Enrollment Srvcs Registrar Asst	4	0	4	0	1	0	1	0	1	0	1	0	0

**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY**

Exec.Asst/Staff Liaison to CEO	1	0	1	0	0	0	0	0	1	0	0	0	0
Executive Assistant	4	0	4	0	4	0	0	0	0	0	0	0	0
Financial Aid Assistant	1	0	1	0	0	0	0	0	1	0	0	0	0
Financial Aid Specialist	4	1	3	1	2	0	0	0	0	0	1	0	0
Fiscal/Administrative Officer	2	0	2	0	2	0	0	0	0	0	0	0	0
Grants Writer/Development Coor	1	1	0	1	0	0	0	0	0	0	0	0	0
Guided Pathway Campus Adv Lead	5	0	5	0	3	0	1	0	1	0	0	0	0
Guided Pathways Advisor 1	51	13	38	7	19	5	5	1	12	0	2	0	0
Guided Pathways Advisor 2	9	4	5	2	4	1	1	1	0	0	0	0	0
Help Desk Coordinator	1	0	1	0	0	0	1	0	0	0	0	0	0
Info Technology Technician 2	4	3	1	3	1	0	0	0	0	0	0	0	0
Information Technology Manager	1	1	0	1	0	0	0	0	0	0	0	0	0
Information Technology Technician	1	1	0	0	0	1	0	0	0	0	0	0	0
IT Technician 1	1	1	0	0	0	1	0	0	0	0	0	0	0
IT Technician 2	3	2	1	2	0	0	1	0	0	0	0	0	0
Learning Disability Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0
Librarian	6	2	4	2	1	0	3	0	0	0	0	0	0
Librarian Referenc and Instructor	1	1	0	1	0	0	0	0	0	0	0	0	0
Library Associate	2	0	2	0	1	0	0	0	1	0	0	0	0
Manufacturing Technology Ctr	1	1	0	1	0	0	0	0	0	0	0	0	0
Media Associate	1	1	0	1	0	0	0	0	0	0	0	0	0
Media IT Associate	2	2	0	1	0	0	0	0	0	0	0	0	0
Network Manager	1	1	0	2	0	0	0	0	0	0	0	0	0
PoliceLieutenant	1	1	0	1	0	0	0	0	0	0	0	0	0
Professional 3 - Manufacturing Dir	1	0	1	0	1	0	0	0	0	0	0	0	0
Program Associate	1	1	0	1	0	0	0	0	0	0	0	0	0
Recruitment Outreach Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0
Registrar	5	2	3	1	3	0	0	1	0	0	0	0	0
Registration Services Assistant	1	1	0	1	0	0	0	0	0	0	0	0	0
Student Svc Associate/Records	1	0	1	0	1	0	0	0	0	0	0	0	0
Systems Librarian	2	0	2	0	1	0	0	0	0	0	1	0	0
Vet Tech Technician	1	0	1	0	1	0	0	0	0	0	0	0	0
Veteran Srvs Associate	2	0	2	0	2	0	0	0	0	0	0	0	0
Webmaster/Graphics Specialist	1	0	1	0	1	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>222</b>	<b>69</b>	<b>153</b>	<b>46</b>	<b>91</b>	<b>16</b>	<b>20</b>	<b>6</b>	<b>30</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>0</b>



**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY**

AGENCY: [CSCC Capital East Region](#)  
 OCCUPATIONAL CATEGORY: [TECHNICAL/PARAPROFESSIONAL](#)

REPORTING DATE: [June 30, 2022](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Academic Assistant	1	0	1		1								
Bursar Services Assistant	2	0	2						2				
Continuing Education Aide	2	0	2		2								
Fscl/AdminAsst	1	0	1				1						
Library Assistant	1	0	1						1				
Registration Services Assistant	2	0	2				2						
<b>TOTALS</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

AGENCY: [CSCC Capital East Region](#)  
 OCCUPATIONAL CATEGORY: [SECRETARIAL CLERICAL](#)

REPORTING DATE: [June 30, 2022](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO or MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
AdministrativeAssistant	9	0	9		7				2				
Clerk Typist	1	0	1		1								
Lead Telephone Operator	1	0	1				1						
Office Assistant	1	1	0	1									
Secretary 1	5	0	5		2		2		1				
Secretary 2	5	0	5		3				1		1		
TelecommunicationsOperator	1	0	1						1				
<b>SUBTOTAL</b>	<b>23</b>	<b>1</b>	<b>22</b>	<b>1</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

AGENCY: [CSCC Capital East Region](#)  
 OCCUPATIONAL CATEGORY: [PROTECTIVE SERVICE](#)

REPORTING DATE: [June 30, 2022](#)

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Buildings and Grounds Patrol Offc.	4	3	1	2				1	1				
Police Officer	7	6	1	3	1	2		1					
Police Master Sergeant	1	1	0	1									
<b>TOTALS</b>	<b>12</b>	<b>10</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY**

AGENCY CSCC Capital East Region  
 OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKERS

REPORTING DATE: June 30, 2022

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Quality Craft Worker HVAC	2	2	0	1		1							
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

AGENCY CSCC Capital East Region  
 OCCUPATIONAL CATEGORY: SERVICE/MAINTENANCE

REPORTING DATE: June 30, 2022

JOB TITLES (UNDER 25 EMPLOYEES)	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Building Maintenance Supervisor	3	3	0	3									
Custodian	22	15	7	8	5	3		2	2	2			
GeneralTradesWorker	2	2	0	1				1					
Lead Custodian	5	4	1	2	1	1		1					
Mail Handler	1	0	1		1								
Maintainer	5	5	0	4				1					
MaintSupv1(Grnd)	1	1	0					1					
Material Storage Specialist	2	1	1		1	1							
Skilled Maintainer	6	6	0	4				2					
Supervising Custodian	1	1	0			1							
<b>TOTALS</b>	<b>48</b>	<b>38</b>	<b>10</b>	<b>22</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>

**WORKFORCE ANALYSIS**  
**FULL-TIME WORKFORCE BY LABOR MARKET AREA**

Form 83C

AGENCY: CSCC Capital East Region REPORTING DATE June 30, 2022  
 LABOR MARKET AREA: National/Statewide

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Executive/Managerial	27	14	13	11	11	2	2	1	0	0	0	0	0
Faculty	268	108	160	79	129	14	12	7	9	8	9	0	1
Professional	222	69	153	46	91	16	20	6	30	1	12	0	0
<b>TOTAL</b>	<b>517</b>	<b>191</b>	<b>326</b>	<b>136</b>	<b>231</b>	<b>32</b>	<b>34</b>	<b>14</b>	<b>39</b>	<b>9</b>	<b>21</b>	<b>0</b>	<b>1</b>

LABOR MARKET AREA: HARTFORD COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Tech/Paraprofessional	7	0	7	0	2	0	2	0	3	0	0	0	0
Secretarial/Clerical	13	0	13	0	6	0	3	0	4	0	0	0	0
Protective Service	12	10	2	6	1	2	0	2	1	0	0	0	0
Skilled Craft	2	2	0	1	0	1	0	0	0	0	0	0	0
Service/Maintenance	30	25	5	10	3	6	0	7	2	2	0	0	0
<b>TOTAL</b>	<b>64</b>	<b>37</b>	<b>27</b>	<b>17</b>	<b>12</b>	<b>9</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>

LABOR MARKET AREA: MIDDLESEX COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Tech/Paraprofessional	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretarial/Clerical	3	1	2	1	1	0	0	0	0	0	1	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	3	3	0	3	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

LABOR MARKET AREA: NEW LONDON COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Tech/Paraprofessional	1	0	1	0	0	0	1	0	0	0	0	0	0
Secretarial/Clerical	6	0	6	0	5	0	0	0	1	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	7	4	3	4	3	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>14</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

LABOR MARKET AREA: WINDHAM COUNTY

OCCUPATIONAL CATEGORY	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
Tech/Paraprofessional	0	0	0	0	0	0	0	0	0	0	0	0	0
Secretarial/Clerical	1	0	1	0	1	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	8	6	2	5	2	0	0	1	0	0	0	0	0
<b>TOTAL</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## WORKFORCE ANALYSIS

### FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA/

AGENCY:  
LMA

CSCC Capital East Region  
NATIONAL/STATEWIDE

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
<b>OCCUPATION CATEGORY - EXECUTIVE/MANAGERIAL *</b>													
Assoc Dean Campus Operations	4	4	0	3				1					
Assoc Dean of Faculty	1	0	1		1								
Assoc Dean of Student Develop	1	1	0	1									
Assoc Dean of Wrkfc Dev & CE	1	1	0			1							
Associate Dean of Student Affairs	1	0	1		1								
Campus CEO	2	1	1		1	1							
CSCU Region Pres Capital-East	1	1	0	1									
Dean of Academic Division	1	0	1		1								
Dean of Administration	1	0	1		1								
Dean of Institutional Advancement	1	1	0	1									
Dean of Students	1	1	0	1									
Dir Library/Learning Commons	1	0	1		1								
Dir of Admissions Operations	1	0	1		1								
Dir Student Devel Services	1	0	1				1						
Dir, Library & Educ Technology	1	0	1		1								
Director Library Services	1	0	1		1								
Director of Finance and Admin	2	1	1	1	1								
Director of Information Technology	2	1	1	1			1						
Manager 3	1	1	0	1									
President	1	0	1		1								
Regional Director, IR	1	1	0	1									
<b>Total</b>	27	14	13	11	11	2	2	1	0	0	0	0	0

\* President John Maduko is accounted for in the System AA Plan and is not included in the regional plans as he now oversees all three plans

## WORKFORCE ANALYSIS

### FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA/

AGENCY:  
LMA

CSCC Capital East Region  
NATIONAL/STATEWIDE

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
<b>OCCUPATION CATEGORY - FACULTY</b>													
Full Professor	162	70	92	53	78	8	8	4	2	5	4		
Associate Professor	50	20	30	17	25	1	1	1	2	1	2		
Assistant Professor	38	12	26	6	19	2	2	2	3	2	2		
Instructor	18	6	12	3	7	3	1		2		1		1
<b>ALL FACULTY - Subtotal</b>	<b>268</b>	<b>108</b>	<b>160</b>	<b>79</b>	<b>129</b>	<b>14</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>1</b>
<b>OCCUPATIONAL CATEGORY - PROFESSIONAL NON-FACULTY</b>													
Academic Associate	5	1	4	1	3						1		
Academic Associate - Tutoring Supervisor	1	0	1		1								
Accountant	3	1	2			1	1				1		
Acting Dir of Library Svcs	1	0	1								1		
Assist Dir Disab Svcs&Testing	1	0	1		1								
Assistant Director of AMC	1	0	1		1								
Assistant Director of IT	2	1	1	1	1								
Assistant Registrar	2	0	2		1		1						
Assistant to the Dean	4	0	4		2		1		1				
Assoc Director of the Library	1	0	1		1								
Associate Accountant	1	0	1		1								
Associate Dir of Financial Aid	4	3	1			2		1	1				
Associate Registrar	1	0	1		1								
Asst Dir Institutional Development	1	0	1		1								
Asst Dir, Education Technology	1	1	0	1									
Audio/Visual Media Asst.	1	1	0	1									
Campus Director of IR	1	1	0	1									
Campus Supervisor, FinAidSvcs	1	0	1								1		
Child Development Teacher	2	0	2		1		1						
Cont Ed Coord-Manufacturing	1	1	0	1									
Continuing Education Coordinator	2	1	1	1					1				
Coordiantor AMTC -Welding	1	0	1						1				





## WORKFORCE ANALYSIS

### FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA/

AGENCY:  
LMA

CSCC Capital East Region  
NATIONAL/STATEWIDE

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F
<b>OCCUPATIONAL CATEGORY - PROFESSIONAL NON-FACULTY</b>													
Media Associate	1	1	0	1									
Media IT Associate	2	2	0	1									
Network Manager	1	1	0	2									
PoliceLieutenant	1	1	0	1									
Professional 3 - Manufacturing Dir	1	0	1		1								
Program Associate	1	1	0	1									
Recruitment Outreach Specialist	1	0	1		1								
Registrar	5	2	3	1	3			1					
Registration Services Assistant	1	1	0	1									
Student Svc Associate/Records	1	0	1		1								
Systems Librarian	2	0	2		1						1		
Vet Tech Technician	1	0	1		1								
Veteran Srvs Associate	2	0	2		2								
Webmaster/Graphics Specialist	1	0	1		1								
<b>PROFESSIONAL NON-FACULTY - Subtotal</b>	<b>222</b>	<b>69</b>	<b>153</b>	<b>46</b>	<b>91</b>	<b>16</b>	<b>20</b>	<b>6</b>	<b>30</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>0</b>
<b>National/Statewide LMA TOTAL</b>	<b>517</b>	<b>191</b>	<b>326</b>	<b>136</b>	<b>231</b>	<b>32</b>	<b>34</b>	<b>14</b>	<b>39</b>	<b>9</b>	<b>21</b>	<b>0</b>	<b>1</b>





**WORKFORCE ANALYSIS**

**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA/**

AGENCY:  
LMA

CSCC Capital East Region  
Hartford County

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F

**OCCUPATION CATEGORY - SERVICE MAINTENANCE**

Building Maintenance Supervisor	1	1	0	1									
Custodian	16	12	4	5	2	3		2	2	2			
GeneralTradesWorker	1	1	0					1					
Lead Custodian	3	3	0	1		1		1					
Mail Handler	1	0	1		1								
Maintainer	2	2	0	1				1					
MaintSupv1(Grnd)	1	1	0					1					
Material Storage Specialist	1	1	0			1							
Skilled Maintainer	3	3	0	2				1					
Supervising Custodian	1	1	0			1							
<b>Hartford SERVICE - Subtotal</b>	<b>30</b>	<b>25</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Hartford Region TOTAL</b>	<b>64</b>	<b>37</b>	<b>27</b>	<b>17</b>	<b>12</b>	<b>9</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>

## WORKFORCE ANALYSIS

### FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA

AGENCY:  
LMA

CSCC Capital East Region  
MIDDLESEX COUNTY

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F

#### OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL

Continuing Education Aide	1	0	1		1								
<b>MIDDLESEX PARA/TECH - Subtotal</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### OCCUPATION CATEGORY - OFFICE/CLERICAL

Office Assistant	1	1	0	1									
Secretary 2	2	0	2		1					1			
<b>MIDDLESEX CLERICAL- Subtotal</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

#### OCCUPATION CATEGORY - PROTECTIVE SERVICE

NONE	0	0	0										
<b>MIDDLESEX PROT. SVC. - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### OCCUPATION CATEGORY - SKILLED CRAFT WORKERS

NONE	0	0	0										
<b>MIDDLESEX SKILLED - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### OCCUPATION CATEGORY - SERVICE MAINTENANCE

BldgMaintSupv	1	1	0	1									
GeneralTradesWorker	1	1	0	1									
Skilled Maintainer	1	1	0	1									
<b>MIDDLESEX SERVICE - Subtotal</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>MIDDLESEX Region TOTAL</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

**WORKFORCE ANALYSIS**

**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA**

AGENCY:  
LMA

CSCC Capital East Region  
NEW LONDON COUNTY

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F

**OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL**

Fscl/AdminAsst	1	0	1				1						
<b>NEW LONDON PARA/TECH - Subtotal</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**OCCUPATION CATEGORY - OFFICE/CLERICAL**

AdministrativeAssistant	4	0	4		3				1				
Secretary 1	2	0	2		2								
<b>NEW LONDON CLERICAL- Subtotal</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**OCCUPATION CATEGORY - PROTECTIVE SERVICE**

NONE	0	0	0										
<b>NEW LONDON PROT. SVC. - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**OCCUPATION CATEGORY - SKILLED CRAFT WORKERS**

NONE	0	0	0										
<b>NEW LONDON SKILLED - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**OCCUPATION CATEGORY - SERVICE MAINTENANCE**

Custodian	3	1	2	1	2								
Lead Custodian	1	1	0	1									
Maintainer	2	2	0	2									
Material Storage Specialist	1	0	1		1								
<b>NEW LONDON SERVICE - Subtotal</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>NEW LONDON Region TOTAL</b>	<b>14</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**WORKFORCE ANALYSIS**

**FULL-TIME WORKFORCE BY POSITION/JOB TITLE WITHIN OCCUPATIONAL CATEGORY BY LABOR MARKET AREA**

AGENCY:  
LMA

CSCC Capital East Region  
WINDHAM COUNTY

REPORTING DATE:

June 30, 2022

JOB TITLE	GRAND	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		TWO OR MORE	
	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F

<b>OCCUPATION CATEGORY - TECHNICAL/PARAPROFESSIONAL</b>													
NONE	0	0	0										
<b>WINDHAM PARA/TECH - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>OCCUPATION CATEGORY - OFFICE/CLERICAL</b>													
ClerkTypist	1	0	1		1								
<b>WINDHAM CLERICAL - Subtotal</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>OCCUPATION CATEGORY - PROTECTIVE SERVICE</b>													
NONE	0	0	0										
<b>WINDHAM PROT. SVC. - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>OCCUPATION CATEGORY - SKILLED CRAFT WORKERS</b>													
NONE	0	0	0										
<b>WINDHAM SKILLED - Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>OCCUPATION CATEGORY - SERVICE MAINTENANCE</b>													
BldgMaintSupv	1	1	0	1									
Custodian	3	2	1	2	1								
Lead Custodian	1	0	1		1								
Maintainer	1	1	0	1									
Skilled Maintainer	2	2	0	1				1					
<b>WINDHAM SERVICE - Subtotal</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>WINDHAM Region TOTAL</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**WORKFORCE ANALYSIS**  
**TOTAL FULL-TIME WORKFORCE BY AGE**

AGENCY: CSCC Capital East Region

REPORTING DATE: June 30, 2022

OCCUPATIONAL CATEGORY	TOTAL	AGE INCREMENTS											
		16 -19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70+
Executive/Managerial	27						2	7	6	5	4	2	1
Faculty	267			1	5	15	36	52	41	58	37	16	6
Professional	223		5	25	18	29	29	28	34	33	18	4	
Tech/Paraprofessional	9			2	1	1			1	2	2		
Secretarial/Clerical	23					1	2	4	4	9	3		
Protective Service	12						1		7	4			
Skilled Craft	2								2				
Service/Maintenance	48				4	3	3	5	8	14	8	1	2
<b>TOTAL</b>	611		5	28	28	49	73	96	103	125	72	23	9

**WORKFORCE ANALYSIS**

Form 83F

**DISABLED WORKFORCE**

AGENCY: CSCC Capital East Region REPORTING DATE: June 30, 2022

OCCUPATIONAL CATEGORY	Number of Employees
Executive/Managerial	0
Faculty	1
Professional	2
Tech/Paraprofessional	0
Secretarial/Clerical	0
Protective Service	0
Skilled Craft	0
Service/Maintenance	0
<b>TOTAL</b>	<b>0</b>

**WORKFORCE ANALYSIS**  
**TOTAL PART-TIME WORKFORCE**

Form 83H

AGENCY: CSCC Capital East Region

REPORTING DATE: June 30, 2022

OCCUPATIONAL CATEGORY	GRAND	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		AAIANHNPI		2 OR MORE RACES		UNKNOWN		
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	Unk
Part-time Lecturer (Teaching)	431	200	230	163	183	9	16	11	6	3	9	0	0	14	16	1
Non-Perm Faculty (FT Lecturers)	13	6	7	5	5	0	0	0	0	1	1	0	0	0	1	0
Non-Credit Lecturuer	161	75	86	49	56	4	17	4	2	1	4	0	0	17	7	0
PT Clinical Faculty	12	2	10	0	7	0	0	1	0	0	0	0	0	1	3	0
PT/Non-Perm CC Professionals	14	5	9	3	7	0	1	2	1	0	0	0	0	0	0	0
Education Assistants	91	27	64	20	41	3	10	3	5	0	4	0	1	1	3	0
Student Workers	67	28	39	13	22	6	2	4	6	3	5	1	1	1	3	0
<b>TOTAL</b>	789	343	445	253	321	22	46	25	20	8	23	1	2	34	33	1



## **Section 46a-68-83: WORKFORCE ANALYSIS**

### **Subsection (a)**

CSCC Capital-East Region reported the racial and sexual composition of the full-time employees for each office, position and position classification identified in the job title study on forms provided by the Commission on Human Rights and Opportunities (CHRO). A separate analysis was completed for the part-time workforce. The workforce analysis shall inventory the following:

1. Total agency workforce by occupational category with percentages of race and sex groups calculated for each occupational category;
2. Total agency workforce by office(s), position(s) and position classification(s) within each occupational category;
3. Agency workforce in each labor market area by occupational category;
4. Agency workforce in each labor market area by office(s), position(s) and position classification(s) within each occupational category.

### **Subsection (b)**

CSCC Capital-East Region has also provided the Commission on Human Rights and Opportunities (CHRO) with an age grouping report of the full-time workforce by occupational category, in five (5) year increments as prescribed by the CHRO; and

### **Subsection (c)**

CSCC Capital East Region has also provided the number of employees with disabilities in the full time workforce by occupational category.

Section 46a-68-84  
Availability Analysis

## **Section 46a-68-84: AVAILABILITY ANALYSIS**

### **Subsection (a)**

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, CSCC Capital-East Region conducted an analysis by occupational category to determine the availability base of protected group members for employment. A separate analysis will be conducted for position classifications in each occupational category that employs more than twenty-five (25) or more employees when necessary. A separate analysis can be performed for any job title requiring unique skills, abilities or educational qualifications.

The Availability Analysis shall:

1. Examine the job content of each office; position and position classification within an occupational category or, where appropriate, the job content of a position classification.
2. Identify the relevant labor market area.
3. 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.

### **Subsection (b)**

In calculating availability, the following information and data sources were referred to when developing this section of the Affirmative Action Plan.

1. Employment figures: 2014-2018 Census Data
2. The racial and sexual composition of persons in promotable and transferable offices, positions and position classifications: Promotable pools are used in some occupational categories where promotions occur.

### **Subsection (c)**

In calculating availability, following information and data sources may be used when developing the Affirmative Action Plan.

1. Population figures;
2. Client Population figures;
3. Figures for Educational, technical and training program graduates and participants; the Digest of Educational Statistics - Table 314.40 and Table 315.20.
4. Any other relevant source.

### **Subsection (d)**

For each occupational category, position classification or job title analyzed, CSCC Capital-East Region's Affirmative Action Plan provides the name of each source consulted and each basis for selection of each source and copies of the specific data sources are included.

The CSCC Capital-East Region's Affirmative Action Plan also documents the data source used and justifications for using them for each occupational category and includes the worksheets to detail the specific information used to create the Availability Analysis.

## **Section 46a-68-84: AVAILABILITY ANALYSIS**

### **Subsection (e)**

Any job title that had twenty-five (25) or more employees in an occupational category where only the entry level positions are fulfilled by hiring and the other job titles in the series are filled by promotion, the availability base shall be calculated by an agency for the entire series and goals will be set for the entire series.

### **Subsection (f)**

The availability base is calculated by determining the sources used to fill positions and the percentage of positions filled from that source. This percentage is the weight that has been assigned to each source. The total weight for all sources cannot exceed on hundred percent (100%).

The percent of each race and sex group for each relevant source used in the Region's Availability Analysis was multiplied by the weight given to the corresponding sources resulting in the weighted factor. The weighted factors for each race and sex group are added to determine the availability base for each race and sex group in each occupational category, position classification or job title analyzed.

### **Subsection (g)**

The Affirmative Action Plan substantiated the manner in which the availability base is calculated. The worksheets of the sources used are included.

### **Subsection (h)**

As part of its review, the Commission on Human Rights and Opportunities (CHRO) reserves the right to determine the appropriateness of information and data used in subsection of this section. CHRO also reserves the right to accept or reject such information or data used in the Affirmative Action Plan. The region with the consent of the Executive Director of the Commission on Human Rights and Opportunities (CHRO) may analyze additional labor market areas when specific requirements of the job profile, such as geography proximity, so require.

**CSCC - Capital-East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Executive  
All titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	38.1	30	11.4	61.9	30	18.6	29.2	30	8.8	50.3	30	15.1	3.2	30	1.0	3.8	30	1.1	3.2	30	1.0	5.2	30	1.6	1.5	30	0.5	1.9	30	0.6	1.1	30	0.3	0.6	30	0.2
Promotable Pool	39.7	10	4.0	60.3	10	6.0	29.7	10	3.0	47.4	10	4.7	4.3	10	0.4	5.7	10	0.6	2.9	10	0.3	3.8	10	0.4	2.9	10	0.3	3.3	10	0.3	0.0	10	0.0	0.0	10	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Other: Digest of Ed (National)	42.7	60	25.6	57.3	60	34.4	33.6	60	20.2	42.3	60	25.4	3.9	60	2.3	6.9	60	4.1	2.8	60	1.7	4.3	60	2.6	2.1	60	1.3	2.9	60	1.7	0.4	60	0.2	0.8	60	0.5
Other: None	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>41.0</b>			<b>59.0</b>			<b>32.0</b>			<b>45.2</b>			<b>3.7</b>			<b>5.8</b>			<b>3.0</b>			<b>4.6</b>			<b>2.1</b>			<b>2.6</b>			<b>0.5</b>			<b>0.7</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Education and Childcare Administrators (11-9030)**

11-9030	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
<b>Total</b>	<b>13949</b>	<b>5315</b>	<b>8634</b>	<b>4070</b>	<b>7020</b>	<b>445</b>	<b>535</b>	<b>440</b>	<b>730</b>	<b>205</b>	<b>264</b>	<b>155</b>	<b>85</b>
<b>Percentage</b>	<b>100.0%</b>	<b>38.1%</b>	<b>61.9%</b>	<b>29.2%</b>	<b>50.3%</b>	<b>3.2%</b>	<b>3.8%</b>	<b>3.2%</b>	<b>5.2%</b>	<b>1.5%</b>	<b>1.9%</b>	<b>1.1%</b>	<b>0.6%</b>

**Promotable Pool**

Professors	162	70	92	53	78	8	8	4	2	5	4	0	0
CC Professional 19	47	13	34	9	21	1	4	2	6	1	3	0	0
<b>Total</b>	<b>209</b>	<b>83</b>	<b>126</b>	<b>62</b>	<b>99</b>	<b>9</b>	<b>12</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>100.0%</b>	<b>39.7%</b>	<b>60.3%</b>	<b>29.7%</b>	<b>47.4%</b>	<b>4.3%</b>	<b>5.7%</b>	<b>2.9%</b>	<b>3.8%</b>	<b>2.9%</b>	<b>3.3%</b>	<b>0</b>	<b>0</b>

**Part-Time Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**US Dept. Ed. National Center for Education Statistics, IPEDS, November 2019: Executive**

<b>Management</b>	<b>257414</b>	<b>110042</b>	<b>147372</b>	<b>86551</b>	<b>108813</b>	<b>9986</b>	<b>17862</b>	<b>7084</b>	<b>11181</b>	<b>5484</b>	<b>7572</b>	<b>937</b>	<b>1944</b>
<b>Total</b>	<b>257414</b>	<b>110042</b>	<b>147372</b>	<b>86551</b>	<b>108813</b>	<b>9986</b>	<b>17862</b>	<b>7084</b>	<b>11181</b>	<b>5484</b>	<b>7572</b>	<b>937</b>	<b>1944</b>
<b>Percentage</b>	<b>100.0%</b>	<b>42.7%</b>	<b>57.3%</b>	<b>33.6%</b>	<b>42.3%</b>	<b>3.9%</b>	<b>6.9%</b>	<b>2.8%</b>	<b>4.3%</b>	<b>2.1%</b>	<b>2.9%</b>	<b>0.4%</b>	<b>0.8%</b>

**Other source**

	0	0	0										
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Education and Childcare Administrators (11-9030)	Statewide data utilized in this category.	30% value weight as Executive/Administrative positions require advanced degrees and relevant/current experience. With updated data - CT Executives utilized as many of our positions are filled by those employed in CT
<b>Promotable</b>	The Professor category and those serving CC Professional 19 positions would be eligible for Dean, Associate Dean or CC Professional 20 or higher positions.	Selected titles are within the region for promotional opportunity	10% value weight. Promotional figures account for a smaller percentage of hires into this category
<b>Part-Time Workforce</b>	Workforce Analysis by Job Classification:	Positions are filled by hires in this job title.	0% value weight.
<b>Fall Student Populations</b>	Student population not utilized for this category as most positions require terminal degrees (Minimum of Masters degree and often a PHD)	N/A	N/A
<b>Digest of Ed. Statistics</b>	US Dept. of Ed IPEDS Data November 2019-Table 314.40: Management	Positions are often filled by national searches for executive level positions. Management titles chosen as titles at the EEO 1 level are highly competitive and are often filled by those currently employed in similar positions.	60% Value weight as Executive/Administrative positions require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the postsecondary level.

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

**CSCC - Capital -East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Faculty  
Professor**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	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	WF	RS	VW	WF			
Employment data (Census)	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotable Pool	40.0	100	40.0	60.0	100	60.0	34.0	100	34.0	50.0	100	50.0	2.0	100	2.0	2.0	100	2.0	2.0	100	2.0	4.0	100	4.0	2.0	100	2.0	4.0	100	4.0	0.0	100	0.0	0.0	100	0.0			
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Digest of Ed Stats (National)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>40.0</b>			<b>60.0</b>			<b>34.0</b>			<b>50.0</b>			<b>2.0</b>			<b>2.0</b>			<b>2.0</b>			<b>4.0</b>			<b>2.0</b>			<b>4.0</b>			<b>0.0</b>			<b>0.0</b>			

**Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut - N//A**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Promotable Pool**

Associate Professor	50	20	30	17	25	1	1	1	2	1	2	0	0
<b>Total</b>	50	20	30	17	25	1	1	1	2	1	2	0	0
<b>Percentage</b>	100.0%	40.0%	60.0%	34.0%	50.0%	2.0%	2.0%	2.0%	4.0%	2.0%	4.0%	0	0

**Part-Time Pool - Non-Permanent Faculty**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	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:
<b>Employment data in the Applicable LMA</b>	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
<b>Promotable</b>	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
<b>Part-Time Workforce</b>	2021 Regional Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. All positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.
<b>Other Source</b>			

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

**CSCC - Capital-East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Faculty  
Associate Professor**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Promotable Pool	31.6	100	31.6	68.4	100	68.4	15.8	100	15.8	50.0	100	50.0	5.3	100	5.3	5.3	100	5.3	5.3	100	5.3	7.9	100	7.9	5.3	100	5.3	5.3	100	5.3	0.0	100	0.0	0.0	100	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Digest of Ed Stats (National)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>31.6</b>			<b>68.4</b>			<b>15.8</b>			<b>50.0</b>			<b>5.3</b>			<b>5.3</b>			<b>5.3</b>			<b>7.9</b>			<b>5.3</b>			<b>5.3</b>			<b>0.0</b>			<b>0.0</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut - N/A**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Promotable Pool**

Assistant Professor	38	12	26	6	19	2	2	2	3	2	2	0	0
<b>Total</b>	38	12	26	6	19	2	2	2	3	2	2	0	0
<b>Percentage</b>	100.0%	31.6%	68.4%	15.8%	50.0%	5.3%	5.3%	5.3%	7.9%	5.3%	5.3%	0	0

**Part-Time Pool - Non-Permanent Faculty**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	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 LMA	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Promotable	N/A - All positions are filled through promotion governed by collective bargaining agreement.		
Part-Time Workforce	2022 Regional Workforce Analysis by Job Classification: Assistant Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. All positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	100% value weight. Value weight is 100% for promotions due to promotional and tenure processes in place at the region.
Other Source			

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

CSCC - Capital-East Region  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:  
JOB TITLE:

Faculty  
Assistant Professor

REPORTING DATE:  
LABOR MARKET AREA:

7/1/2022  
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP1* MALE			AAIANHNP1* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment data (Census)	48.4	30	14.5	51.6	30	15.5	36.2	30	10.9	37.9	30	11.4	1.7	30	0.5	3.8	30	1.1	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	6.4	30	1.9	0.9	30	0.3	1.1	30	0.3
Promotable Pool	33.3	30	10.0	66.7	30	20.0	16.7	30	5.0	38.9	30	11.7	16.7	30	5.0	5.6	30	1.7	0.0	30	0.0	11.1	30	3.3	0.0	30	0.0	5.6	30	1.7	0.0	30	0.0	5.6	30	1.7
Part-Time Pool	46.5	20	9.3	53.5	20	10.7	40.8	20	8.2	45.8	20	9.2	2.3	20	0.5	4.0	20	0.8	2.8	20	0.6	1.5	20	0.3	0.8	20	0.2	2.3	20	0.5	0.0	20	0.0	0.0	20	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Digest of Ed Stats (National)	44.2	10	4.4	55.8	10	5.6	32.2	10	3.2	40.3	10	4.0	2.8	10	0.3	4.7	10	0.5	3.2	10	0.3	3.9	10	0.4	5.3	10	0.5	6.0	10	0.6	0.6	10	0.1	0.9	10	0.1
FINAL AVAILABILITY BASE PERCENTAGE			42.3			57.8			29.5			39.2			6.9			5.1			2.5			6.2			3.1			5.0			0.6			2.4

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%

Promotable Pool

Instructors	18	6	12	3	7	3	1	0	2	0	1	0	1
Total	18	6	12	3	7	3	1	0	2	0	1	0	1
Percentage	100.0%	33.3%	66.7%	16.7%	38.9%	16.7%	5.6%	0	11.1%	0	5.6%	0	5.6%

Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 9/30/2021

Part Time Lecturer	400	186	214	163	183	9	16	11	6	3	9	0	0
This does not include employees whose race is unknown (31)													
Percentage	100.0%	46.5%	53.5%	40.8%	45.8%	2.3%	4.0%	2.8%	1.5%	0.8%	2.3%	0	0

OTHER SOURCE - Fall Student Populations 2021

Total	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
Percentage	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%

Digest of Ed. Statistics, Table 315.20, Fall 2020: Lecturers, Instructors, Assistant Professors

Assistant Professors	157853	71666	86187	50234	60438	4554	7696	4489	5108	11328	11436	1061	1509
Instructors	90947	38709	52238	29133	38262	2627	4717	3498	4456	2857	3926	594	877
Lecturers	41408	17878	23530	14139	18120	948	1274	1287	1849	1274	1938	230	349
Total	290208	128253	161955	93506	116820	8129	13687	9274	11413	15459	17300	1885	2735
Percentage	100.0%	44.2%	55.8%	32.2%	40.3%	2.8%	4.7%	3.2%	3.9%	5.3%	6.0%	0.6%	0.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)	The hiring area is predominantly within within the state of Connecticut employment pool from other universities.	30% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most occur from those currently employed.
Promotable	Job Category - Instructors as of 9/30/2021	Instructors promote from within their position.	30% value weight as many assistant professors are filled through the promotion and tenure process. Increased from previous submission to reflect the % of increases from instructor to Assistant Professor
Part-Time Workforce	Internal region applicants come from the current Part-time faculty employees - See workforce data for Part Time faculty. Data does not include those who identify as not specified.	The part-time/temporary faculty is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.	20% value weight as a high percentage of our FT Instructors come from our part-time lecturers who meet the general requirements. New hires into this category often require more years of academic teaching experience which can be attained via PT faculty positions.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professors, Instructors and Lecturers. Fall 2020	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	10% value weight. Assistant professor positions required teaching and administrative experience for new hires. Those already teaching are a viable pool.

\*AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



**CSCC - Capital-East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Faculty  
Instructors**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Statewide/National**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	48.4	30	14.5	51.6	30	15.5	36.2	30	10.9	37.9	30	11.4	1.7	30	0.5	3.8	30	1.1	2.4	30	0.7	2.4	30	0.7	7.2	30	2.2	6.4	30	1.9	0.9	30	0.3	1.1	30	0.3
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	46.6	30	14.0	53.4	30	16.0	40.8	30	12.2	45.6	30	13.7	2.2	30	0.7	3.9	30	1.2	2.7	30	0.8	1.5	30	0.5	1.0	30	0.3	2.4	30	0.7	0.0	30	0.0	0.0	30	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Digest of Ed Stats (National)	42.8	30	12.8	57.2	30	17.2	32.7	30	9.8	42.6	30	12.8	2.7	30	0.8	4.5	30	1.4	3.6	30	1.1	4.8	30	1.4	3.1	30	0.9	4.4	30	1.3	0.6	30	0.2	0.9	30	0.3
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>45.4</b>			<b>54.7</b>			<b>35.1</b>			<b>40.8</b>			<b>2.6</b>			<b>4.7</b>			<b>3.5</b>			<b>4.1</b>			<b>3.6</b>			<b>4.2</b>			<b>0.7</b>			<b>0.9</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)**

SOC 251000	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
<b>Total</b>	<b>19955</b>	<b>9660</b>	<b>10295</b>	<b>7225</b>	<b>7555</b>	<b>345</b>	<b>755</b>	<b>485</b>	<b>485</b>	<b>1430</b>	<b>1285</b>	<b>175</b>	<b>215</b>
<b>Percentage</b>	<b>100.0%</b>	<b>48.4%</b>	<b>51.6%</b>	<b>36.2%</b>	<b>37.9%</b>	<b>1.7%</b>	<b>3.8%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>7.2%</b>	<b>6.4%</b>	<b>0.9%</b>	<b>1.1%</b>

**Promotable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Part-Time Faculty as of 2/1/2022**

Part Time Lecturers	400	186	214	163	183	9	16	11	6	3	9	0	0
FT Lecturers	12	6	6	5	5	0	0	0	0	1	1	0	0
<b>This does not include employees whose race is unknown (31 for PTL's and 1 for FT Lecturers)</b>													
<b>Total</b>	<b>412</b>	<b>192</b>	<b>220</b>	<b>168</b>	<b>188</b>	<b>9</b>	<b>16</b>	<b>11</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>100.0%</b>	<b>46.6%</b>	<b>53.4%</b>	<b>40.8%</b>	<b>45.6%</b>	<b>2.2%</b>	<b>3.9%</b>	<b>2.7%</b>	<b>1.5%</b>	<b>1.0%</b>	<b>2.4%</b>	<b>0</b>	<b>0</b>

**OTHER SOURCE - Fall Student Populations 2021**

<b>Total</b>	<b>6763</b>	<b>2736</b>	<b>4027</b>	<b>1475</b>	<b>1956</b>	<b>395</b>	<b>669</b>	<b>572</b>	<b>1034</b>	<b>158</b>	<b>168</b>	<b>136</b>	<b>200</b>
<b>Percentage</b>	<b>100.0%</b>	<b>40.5%</b>	<b>59.5%</b>	<b>21.8%</b>	<b>28.9%</b>	<b>5.8%</b>	<b>9.9%</b>	<b>8.5%</b>	<b>15.3%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.0%</b>	<b>3.0%</b>

**Digest of Ed. Statistics, Table 315.20, Fall 2020: Lecturers, Instructors**

Instructors	90947	38709	52238	29133	38262	2627	4717	3498	4456	2857	3926	594	877
Lecturers	41408	17878	23530	14139	18120	948	1274	1287	1849	1274	1938	230	349
<b>Total</b>	<b>132355</b>	<b>56587</b>	<b>75768</b>	<b>43272</b>	<b>56382</b>	<b>3575</b>	<b>5991</b>	<b>4785</b>	<b>6305</b>	<b>4131</b>	<b>5864</b>	<b>824</b>	<b>1226</b>
<b>Percentage</b>	<b>100.0%</b>	<b>42.8%</b>	<b>57.2%</b>	<b>32.7%</b>	<b>42.6%</b>	<b>2.7%</b>	<b>4.5%</b>	<b>3.6%</b>	<b>4.8%</b>	<b>3.1%</b>	<b>4.4%</b>	<b>0.6%</b>	<b>0.9%</b>

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)	The hiring area is statewide for this job category.	30% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most hires are recruited primarily through those presently employed in higher education. Increased value weight due to new census data and likelihood of CT being the dominate labor market for faculty positions.
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	Internal region applicants come from the current Part-time Lecturer employees. Data does not include those who identify as two or more races or not specified.	The promotable/transferrable pool is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.	30% value weight as a high percentage of our FT Instructors come from our part-time lecturers who meet the general requirements.
<b>Fall Student Populations</b>	The region student population is considered as the region typically looks for prior experince in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
<b>Digest of Ed. Statistics</b>	Digest of Ed. Statistics, Table 315.20. Lecturers and Instructors. Fall 2020	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. Instructor positions throughout the region require advanced degrees and relevant/current experience. National data is used as some hires occur from out of state.

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

CSCC - Capital-East Region  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:  
JOB TITLE:

Professional Non-Faculty  
Guided Pathways Advisor 1

REPORTING DATE:  
LABOR MARKET AREA:

7/1/2022  
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	26.9	70	18.8	73.1	70	51.2	16.7	70	11.7	49.0	70	34.3	5.3	70	3.7	11.5	70	8.1	3.6	70	2.5	9.6	70	6.7	0.8	70	0.6	1.7	70	1.2	0.4	70	0.3	1.3	70	0.9
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Digest of Ed Stats (National)	30.8	10	3.1	69.2	10	6.9	21.2	10	2.1	46.6	10	4.7	3.9	10	0.4	9.6	10	1.0	3.3	10	0.3	7.6	10	0.8	1.9	10	0.2	3.9	10	0.4	0.6	10	0.1	1.4	10	0.1
Digest of Ed Stats (National)	40.0	10	4.0	60.0	10	6.0	25.5	10	2.6	36.4	10	3.6	3.7	10	0.4	7.3	10	0.7	5.5	10	0.6	9.1	10	0.9	3.8	10	0.4	4.9	10	0.5	1.5	10	0.2	2.3	10	0.2
FINAL AVAILABILITY BASE PERCENTAGE			30.0			70.1			18.6			45.5			5.1			10.8			4.3			9.9			1.4			2.4			0.8			1.5

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and Counselors, social workers, and other community and social service specialists 21-0XX/2001													
25-XXXX/2350	15935	5010	10925	3740	8005	405	990	530	1235	285	460	50	235
21-0XX/2001	32064	7899	24165	4275	15525	2155	4515	1215	3350	109	375	145	400
Total	47999	12909	35090	8015	23530	2560	5505	1745	4585	394	835	195	635
Percentage	100.0%	26.9%	73.1%	16.7%	49.0%	5.3%	11.5%	3.6%	9.6%	0.8%	1.7%	0.4%	1.3%

Promotable Pool													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

Part-Time Pool - Non-Permanent Faculty (Lecturers) as of 9/30/2021													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE - Fall Student Populations 2021													
Total	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
Percentage	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%

Digest of Ed. Statistics, Table 314.40, Fall 2019: Student Affairs and Academic Affairs and Ed Services													
Stud. & Acad. Affs & Ed Svc.	165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333
Total	165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333
Percentage	100.0%	30.8%	69.2%	21.2%	46.6%	3.9%	9.6%	3.3%	7.6%	1.9%	3.9%	0.6%	1.4%

Degrees Conferred - Bachelors and Masters Degrees													
Bachelors Degrees	1932232	804423	1127809	509031	674928	70324	127120	117211	185404	76237	94358	31620	45999
Masters Degrees	706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250
Total	2638306	1055572	1582734	672305	960073	97844	192350	145808	241362	100112	128700	39503	60249
Percentage	100.0%	40.0%	60.0%	25.5%	36.4%	3.7%	7.3%	5.5%	9.1%	3.8%	4.9%	1.5%	2.3%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and Counselors, social workers, and other community and social service specialists 21-0XX/2001	The hiring area is statewide for this job category. The GPA1 position combines both counseling and higher ed advising and as such both census categories are viable pools for recruitment	70% value weight as assistant professor positions within the region require advanced degrees and relevant/current experience. Most hires come from those with previous experience.
Promotable	No longer utilized as of 2022		
Part-Time Workforce	N/A		
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 314.40 - Student Affairs and Academic Affairs and Ed Services	The hiring area is nationwide for this job category. Persons currently employed in higher education will be sought.	10% value weight. Most hires are recruited primarily through statewide searches
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 322.20 and 323.20 - conferred bachelors and masters degrees. Fall 2021	Nationwide statistics used as graduating students will enter the workforce across state lines - and at times come from national searches.	10% value weight. The GPA positions requires a bachelors degree and atimes a Masters is preferred.

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

CSCC - Capital East Region  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:  
JOB TITLE:

Professional Non-Faculty  
All Remaining Titles

REPORTING DATE:  
LABOR MARKET AREA:

7/1/2022  
Statewide/National

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	34.6	30	10.4	65.4	30	19.6	26.1	30	7.8	50.3	30	15.1	2.8	30	0.8	5.1	30	1.5	3.2	30	1.0	6.6	30	2.0	1.6	30	0.5	2.4	30	0.7	0.7	30	0.2	1.1	30	0.3
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	30.7	30	9.2	69.3	30	20.8	22.8	30	6.8	47.5	30	14.3	3.0	30	0.9	10.9	30	3.3	5.0	30	1.5	5.9	30	1.8	0.0	30	0.0	4.0	30	1.2	0.0	30	0.0	1.0	30	0.3
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Digest of Ed Stats (National)	32.2	20	6.4	67.8	20	13.6	23.0	20	4.6	46.3	20	9.3	3.5	20	0.7	8.3	20	1.7	3.0	20	0.6	6.9	20	1.4	2.2	20	0.4	4.9	20	1.0	0.6	20	0.1	1.3	20	0.3
Digest of Ed Stats (National)	40.0	10	4.0	60.0	10	6.0	25.5	10	2.6	36.4	10	3.6	3.7	10	0.4	7.3	10	0.7	5.5	10	0.6	9.1	10	0.9	3.8	10	0.4	4.9	10	0.5	1.5	10	0.2	2.3	10	0.2
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>34.1</b>			<b>66.0</b>			<b>24.0</b>			<b>45.2</b>			<b>3.4</b>			<b>8.2</b>			<b>4.6</b>			<b>7.6</b>			<b>1.5</b>			<b>3.7</b>			<b>0.7</b>			<b>1.4</b>

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and childcare administrators : 11-9030 / 0230																	
25-XXXX & 11-9030	29884	10325	19559	7810	15025	850	1525	970	1965	490	724	205	320				
Total	29884	10325	19559	7810	15025	850	1525	970	1965	490	724	205	320				
Percentage	100.0%	34.6%	65.4%	26.1%	50.3%	2.8%	5.1%	3.2%	6.6%	1.6%	2.4%	0.7%	1.1%				

Promotable Pool																	
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0				
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0				

Part-Time Pool - 7/1/2022																	
PT Special Appointments (EA)	87	26	61	20	41	3	10	3	5	0	4	0	1				
Does not include unknown race (4 employees)																	
PT Professional Staff	14	5	9	3	7	0	1	2	1	0	0	0	0				
Total	101	31	70	23	48	3	11	5	6	0	4	0	1				
Percentage	100.0%	30.7%	69.3%	22.8%	47.5%	3.0%	10.9%	5.0%	5.9%	0	4.0%	0	1.0%				

OTHER SOURCE - Fall Student Populations 2022																	
Total	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200				
Percentage	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%				

Digest of Ed. Statistics, Table 314.40, Fall 2020: Multiple Titles																	
Bus & Financial Ops	218069	58449	159620	41452	107215	5677	19527	5937	16859	4379	13149	1004	2870				
Comm, Soc Svc, Leg, Arts etc.	178960	77371	101589	57645	71838	9647	12070	6038	10401	2709	5050	1332	2230				
Healthcare Pract. And Tech	106565	29832	76733	19435	51005	2652	9334	2672	6933	4568	8189	505	1272				
Librarians, Curators and Arch.	37133	10970	26163	8777	20185	654	2123	819	1612	569	1760	151	483				
Stud. & Acad. Affs & Ed Svc.	165703	51083	114620	35069	77151	6407	15921	5543	12673	3103	6542	961	2333				
Total	706430	227705	478725	162378	327394	25037	58975	21009	48478	15328	34690	3953	9188				
Percentage	100.0%	32.2%	67.8%	23.0%	46.3%	3.5%	8.3%	3.0%	6.9%	2.2%	4.9%	0.6%	1.3%				

Degrees Conferred - Bachelors and Masters Degrees																	
Bachelors Degrees	1932232	804423	1127809	509031	674928	70324	127120	117211	185404	76237	94358	31620	45999				
Masters Degrees	706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250				
Total	2638306	1055572	1582734	672305	960073	97844	192350	145808	241362	100112	128700	39503	60249				
Percentage	100.0%	40.0%	60.0%	25.5%	36.4%	3.7%	7.3%	5.5%	9.1%	3.8%	4.9%	1.5%	2.3%				

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable LMA	Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350 & Education and childcare administrators : 11-9030 / 0230	The hiring area is statewide for this job category. Categories identified based on experience in higher education.	30% value weight as Professional Non-faculty positions are recruited from CT, often requiring previous and/or current work experience in the discipline/field.
Promotable	No longer utilized as of 2022		
Part-Time Workforce	Internal regional applicants come from the current Part-time Educational Assistants. Data does not include those who identify as not specified.	The PT pool is a viable pool for which the region can identify qualified applicant pools. While they work throughout the region, they come from all over the state of CT.	30% value weight as a high percentage of our FT professional staff come from the PT/Temp workforce after a period of time going to FT.
Fall Student Populations	The region student population is considered as the region typically looks for prior experience in a community region environment.	Client data comes from within the region's student population records.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 314.40 - various administrative/professional positions.	The hiring area is statewide; however, we do recruit nationally and hire across statelines for various professional level positions.	20% value weight. Most hires are recruited primarily through statewide; however, some national and/or regional hires do occur.
Digest of Ed. Statistics	Digest of Ed. Statistics, Table 322.20 and 323.20 - conferred bachelors and masters degrees. Fall 2019	Nationwide statistics used as graduating students will enter the workforce across state lines - and at times come from national searches.	10% value weight. PNF positions typically require a Bachelors degree and some require the masters degree.

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

**CSCC - Shoreline West Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Administrative/Clerical  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Hartford**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	12.2	80	9.8	87.8	80	70.2	7.3	80	5.8	61.3	80	49.0	1.8	80	1.4	10.0	80	8.0	2.2	80	1.8	12.4	80	9.9	0.8	80	0.6	2.2	80	1.8	0.1	80	0.1	1.9	80	1.5
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	19.0	20	3.8	81.0	20	16.2	4.8	20	1.0	61.9	20	12.4	4.8	20	1.0	0.0	20	0.0	0.0	20	0.0	9.5	20	1.9	9.5	20	1.9	4.8	20	1.0	0.0	20	0.0	4.8	20	1.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>13.6</b>			<b>86.4</b>			<b>6.8</b>			<b>61.4</b>			<b>2.4</b>			<b>8.0</b>			<b>1.8</b>			<b>11.8</b>			<b>2.5</b>			<b>2.8</b>			<b>0.1</b>			<b>2.5</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710**

<b>43-4xxx</b>	7475	1585	5890	925	3530	265	1000	305	1065	80	155	10	140
<b>43-6010</b>	9940	540	9400	350	7150	45	735	75	1095	55	225	15	195
<b>Total</b>	17415	2125	15290	1275	10680	310	1735	380	2160	135	380	25	335
<b>Percentage</b>	100.0%	12.2%	87.8%	7.3%	61.3%	1.8%	10.0%	2.2%	12.4%	0.8%	2.2%	0.1%	1.9%

**Promotable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Transferable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE - Fall Student Populations 2021**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Education & Technical Training Data - Regional BOT & Business Administration Program Student Data**

<b>BOT</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Total</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Percentage</b>	100.0%	19.0%	81.0%	4.8%	61.9%	4.8%	0	0	9.5%	9.5%	4.8%	0	4.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, New Haven County, Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and given the proximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	80% as most positioins are hired from those already employed.
<b>Promotable</b>	N/A		
<b>Transferrable Workforce</b>	N/A		
<b>Fall Student Populations</b>	Not utilized for clerical positions		
<b>Digest of Ed. Statistics</b>	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in retruiing to a campus they attended for FT employment.

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

CSCC - Capital-East Region  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:  
JOB TITLE:

Paraprofessional  
All Titles

REPORTING DATE: 7/1/2022  
LABOR MARKET AREA: Hartford County

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	19.2	60	11.5	80.8	60	48.5	14.6	60	8.8	60.4	60	36.2	1.2	60	0.7	8.3	60	5.0	2.3	60	1.4	8.6	60	5.2	1.1	60	0.7	2.4	60	1.4	0.0	60	0.0	1.2	60	0.7
Promotable Pool	4.3	20	0.9	95.7	20	19.1	4.3	20	0.9	56.5	20	11.3	0.0	20	0.0	13.0	20	2.6	0.0	20	0.0	21.7	20	4.3	0.0	20	0.0	4.3	20	0.9	0.0	20	0.0	0.0	20	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Graduation Data (selected programs)	44.0	10	4.4	56.0	10	5.6	18.7	10	1.9	29.7	10	3.0	8.8	10	0.9	6.6	10	0.7	11.0	10	1.1	13.2	10	1.3	4.4	10	0.4	5.5	10	0.6	1.1	10	0.1	1.1	10	0.1
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			20.9			79.2			13.8			53.4			2.2			9.3			3.4			12.3			1.3			3.2			0.3			1.1

Employment Data - Census 2014-2018 EEO Data Tool, Hartford Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120													
<b>Hartford County Total</b>	10774	2065	8709	1575	6505	125	890	245	925	120	260	0	129
<b>Total</b>	10774	2065	8709	1575	6505	125	890	245	925	120	260	0	129
<b>Percentage</b>	100.0%	19.2%	80.8%	14.6%	60.4%	1.2%	8.3%	2.3%	8.6%	1.1%	2.4%	0	1.2%
Promotable Pool													
<b>Clerical Titles</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Total</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Percentage</b>	100.0%	4.3%	95.7%	4.3%	56.5%	0	13.0%	0	21.7%	0	4.3%	0	0
Transferable Pool													
<b>N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE - Fall Student Populations 2021													
<b>Total</b>	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
<b>Percentage</b>	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%
Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)													
<b>Multiple Programs</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Total</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Percentage</b>	100.0%	44.0%	56.0%	18.7%	29.7%	8.8%	6.6%	11.0%	13.2%	4.4%	5.5%	1.1%	1.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Other teachers and instrs, ed., trng, and lib. wkers : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120	The hiring area is Hartford for this job category as positions at this level are often recruited from areas closer to the campus	60% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	Clerical employees within the region as of 2/1/2022	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	20% value weight as some increases in this category may come from the clerical ranks.
<b>Part-Time WkForce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	The region student population is considered as the region typically looks for prior experience in a community college.	Student data is considered regionally.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
<b>Regional Graduation Data</b>	Programs Selected: Accounting Assistant, Legal Assistant, Legal studies.	Community College experience and associate degrees are often sought in these positions.	10% value weight. Most positions are hired through those already employed.

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

**CSCC - Capital-East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Skilled Craft Workers  
All Titles**

REPORTING DATE: **1/30/2022**  
LABOR MARKET AREA: **Hartford**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	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	WF	RS	VW	WF			
Employment data (Census)	97.8	100	97.8	2.2	100	2.2	76.5	100	76.5	1.8	100	1.8	8.2	100	8.2	0.0	100	0.0	11.9	100	11.9	0.4	100	0.4	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0	1.3	100	1.3	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>97.8</b>			<b>2.2</b>			<b>76.5</b>			<b>1.8</b>			<b>8.2</b>			<b>0.0</b>			<b>11.9</b>			<b>0.4</b>			<b>0.0</b>			<b>0.0</b>			<b>1.3</b>			<b>0.0</b>			

**Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441 and Carpenters : 47-2031 / 6230**

Hartford County	4765	4660	105	3645	85	390	0	565	20	0	0	60	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4765</b>	<b>4660</b>	<b>105</b>	<b>3645</b>	<b>85</b>	<b>390</b>	<b>0</b>	<b>565</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>0</b>
<b>Percentage</b>	<b>100.0%</b>	<b>97.8%</b>	<b>2.2%</b>	<b>76.5%</b>	<b>1.8%</b>	<b>8.2%</b>	<b>0</b>	<b>11.9%</b>	<b>0.4%</b>	<b>0</b>	<b>0</b>	<b>1.3%</b>	<b>0</b>
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER SOURCE - N/A</b>													
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Education &amp; Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. Carpenters: 47-2031/6230; Electricians: 47-2150; Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441.	Hartford County Identified for qualified candidates for positions in this category. Titles used to reflect Quality Craft Workers in HVAC for New Haven County Region.	100% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	No	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	0% value weight as some increases in this category may come from the clerical ranks.
<b>Part-Time Workforce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	None identified for category		
<b>Regional Graduation Data</b>	None identified for category		

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

**CSCC -Capital-East Region  
AVAILABILITY ANALYSIS**

**OCCUPATIONAL CATEGORY:**  
**JOB TITLE:**

**Service Maintenance**  
**All Titles**

**REPORTING DATE:**  
**LABOR MARKET AREA:**

**7/1/2022**  
**Hartford County**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	67.2	100	67.2	32.8	100	32.8	36.2	100	36.2	12.9	100	12.9	7.6	100	7.6	4.3	100	4.3	21.9	100	21.9	14.2	100	14.2	0.4	100	0.4	0.6	100	0.6	1.2	100	1.2	0.8	100	0.8
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>67.2</b>			<b>32.8</b>			<b>36.2</b>			<b>12.9</b>			<b>7.6</b>			<b>4.3</b>			<b>21.9</b>			<b>14.2</b>			<b>0.4</b>			<b>0.6</b>			<b>1.2</b>			<b>0.8</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Hartford County. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251**

Hartford County	15870	10670	5200	5740	2040	1205	675	3480	2255	60	100	185	130
<b>Total</b>	<b>15870</b>	<b>10670</b>	<b>5200</b>	<b>5740</b>	<b>2040</b>	<b>1205</b>	<b>675</b>	<b>3480</b>	<b>2255</b>	<b>60</b>	<b>100</b>	<b>185</b>	<b>130</b>
<b>Percentage</b>	<b>100.0%</b>	<b>67.2%</b>	<b>32.8%</b>	<b>36.2%</b>	<b>12.9%</b>	<b>7.6%</b>	<b>4.3%</b>	<b>21.9%</b>	<b>14.2%</b>	<b>0.4%</b>	<b>0.6%</b>	<b>1.2%</b>	<b>0.8%</b>
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER SOURCE - N/A</b>													
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Education &amp; Technical Training Data</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>FACTOR:</b>	<b>SOURCE CONSULTED:</b>	<b>BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:</b>	<b>REASONS FOR WEIGHTING THE FACTOR:</b>
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	Hartford County Identified as the basis for recruitment	100% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	N/A		
<b>Regional Graduation Data</b>	N/A		

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

**CSCC - Capital-East  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Protective Services  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Hartford**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	85.4	90	76.9	14.6	90	13.1	54.6	90	49.1	7.1	90	6.4	13.4	90	12.1	3.1	90	2.8	16.2	90	14.6	3.4	90	3.1	0.5	90	0.5	0.1	90	0.1	0.7	90	0.6	0.9	90	0.8
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	42.1	10	4.2	57.9	10	5.8	17.5	10	1.8	19.3	10	1.9	5.3	10	0.5	15.8	10	1.6	15.8	10	1.6	17.5	10	1.8	1.8	10	0.2	1.8	10	0.2	1.8	10	0.2	3.5	10	0.4
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>81.1</b>			<b>18.9</b>			<b>50.9</b>			<b>8.3</b>			<b>12.6</b>			<b>4.4</b>			<b>16.2</b>			<b>4.9</b>			<b>0.7</b>			<b>0.3</b>			<b>0.8</b>			<b>1.2</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Hartford County -First-line supervisors of law enforcement officers : 33-1010 / 3700 and Police Officers: 33-3050/3870**

<b>Hartford County</b>	2939	2510	429	1605	210	395	90	475	100	15	4	20	25
<b>Total</b>	2939	2510	429	1605	210	395	90	475	100	15	4	20	25
<b>Percentage</b>	100.0%	85.4%	14.6%	54.6%	7.1%	13.4%	3.1%	16.2%	3.4%	0.5%	0.1%	0.7%	0.9%
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>OTHER SOURCE - N/A</b>													
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Education &amp; Technical Training Data - Regional Graduation Data for Criminal Justice Programs</b>													
CJ programs	57	24	33	10	11	3	9	9	10	1	1	1	2
Total	57	24	33	10	11	3	9	9	10	1	1	1	2
Percentage	100.0%	42.1%	57.9%	17.5%	19.3%	5.3%	15.8%	15.8%	17.5%	1.8%	1.8%	1.8%	3.5%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of law enforcement officers 33-1010/3700 & Police Officers 33-3050/3870	Hiring occurs in Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of Protective Services at the campuses.	90% value weight as protective service positions require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	N/A		
<b>Fall Student Populations</b>	N/A		
<b>Regional Graduation Data</b>	Graduation data from regional criminal justice programs	Often positions are filled by those who have degrees and work experience in criminal justice for protective services positions.	10% value weight as students many need to gain some experience to be considered beyond just a degree.

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



**CSCC - Shoreline West Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Administrative/Clerical  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Middlesex**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	13.0	80	10.4	87.0	80	69.6	9.5	80	7.6	75.3	80	60.2	0.4	80	0.3	5.5	80	4.4	2.5	80	2.0	1.9	80	1.5	0.3	80	0.2	1.9	80	1.5	0.3	80	0.2	2.5	80	2.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	19.0	20	3.8	81.0	20	16.2	4.8	20	1.0	61.9	20	12.4	4.8	20	1.0	0.0	20	0.0	0.0	20	0.0	9.5	20	1.9	9.5	20	1.9	4.8	20	1.0	0.0	20	0.0	4.8	20	1.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>14.2</b>			<b>85.8</b>			<b>8.6</b>			<b>72.6</b>			<b>1.3</b>			<b>4.4</b>			<b>2.0</b>			<b>3.4</b>			<b>2.1</b>			<b>2.5</b>			<b>0.2</b>			<b>3.0</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Middlesex County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710**

<b>Middlesex County</b>	3460	450	3010	330	2605	15	190	85	65	10	65	10	85
<b>Total</b>	3460	450	3010	330	2605	15	190	85	65	10	65	10	85
<b>Percentage</b>	100.0%	13.0%	87.0%	9.5%	75.3%	0.4%	5.5%	2.5%	1.9%	0.3%	1.9%	0.3%	2.5%

**Promotable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Transferable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE - Fall Student Populations 2020**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Education & Technical Training Data - Regional BOT & Business Administration Program Student Data**

<b>BOT</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Total</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Percentage</b>	100.0%	19.0%	81.0%	4.8%	61.9%	4.8%	0	0	9.5%	9.5%	4.8%	0	4.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Hartford County, Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and Hartford County is utilized	80% as most positions are hired from those already employed.
<b>Promotable</b>	N/A		
<b>Transferrable Workforce</b>	N/A		
<b>Fall Student Populations</b>	Not utilized for clerical positions		
<b>Digest of Ed. Statistics</b>	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in retraining to a campus they attended for FT employment.

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

**CSCC - Capital-East Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Paraprofessional  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Middlesex**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	20.3	60	12.2	79.7	60	47.8	15.1	60	9.1	71.7	60	43.0	1.6	60	1.0	1.8	60	1.1	0.9	60	0.5	1.4	60	0.8	2.3	60	1.4	4.3	60	2.6	0.5	60	0.3	0.5	60	0.3
Promotable Pool	4.3	20	0.9	95.7	20	19.1	4.3	20	0.9	56.5	20	11.3	0.0	20	0.0	13.0	20	2.6	0.0	20	0.0	21.7	20	4.3	0.0	20	0.0	4.3	20	0.9	0.0	20	0.0	0.0	20	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Graduation Data (selected programs)	44.0	10	4.4	56.0	10	5.6	18.7	10	1.9	29.7	10	3.0	8.8	10	0.9	6.6	10	0.7	11.0	10	1.1	13.2	10	1.3	4.4	10	0.4	5.5	10	0.6	1.1	10	0.1	1.1	10	0.1
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			21.6			78.5			14.1			60.2			2.5			5.4			2.5			7.9			2.0			4.4			0.6			0.7

**Employment Data - Census 2014-2018 EEO Data Tool, Middlesex. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120**

<b>Middlesex County</b>	2189	445	1744	330	1570	35	39	20	30	50	95	10	10
<b>Total</b>	2189	445	1744	330	1570	35	39	20	30	50	95	10	10
<b>Percentage</b>	100.0%	20.3%	79.7%	15.1%	71.7%	1.6%	1.8%	0.9%	1.4%	2.3%	4.3%	0.5%	0.5%

**Promotable Pool**

<b>Clerical Titles</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Total</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Percentage</b>	100.0%	4.3%	95.7%	4.3%	56.5%	0	13.0%	0	21.7%	0	4.3%	0	0

**Transferable Pool**

<b>N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE - Fall Student Populations 2021**

<b>Total</b>	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
<b>Percentage</b>	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%

**Education & Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)**

<b>Multiple Programs</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Total</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Percentage</b>	100.0%	44.0%	56.0%	18.7%	29.7%	8.8%	6.6%	11.0%	13.2%	4.4%	5.5%	1.1%	1.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Litchfield County. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120	The hiring area is Middlesex for this job category as positions at this level are often recruited from areas closer to the campus	60% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	Clerical employees within the region as of 6/30/2022	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	20% value weight as some increases in this category may come from the clerical ranks.
<b>Part-Time WkForce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	The region student population is considered as the region typically looks for prior experience in a community college.	Student data is considered regionally.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
<b>Regional Graduation Data</b>	Programs Selected: Accounting fields	Community College experience and associate degrees are often sought in these positions.	10% value weight. Most positions are hired through those already employed.

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

**CSCC - Capital- East Region  
AVAILABILITY ANALYSIS**

**OCCUPATIONAL CATEGORY:**  
**JOB TITLE:**

**Service Maintenance**  
**All Titles**

**REPORTING DATE:** 7/1/2022  
**LABOR MARKET AREA:** Middlesex

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	71.1	100	71.1	28.9	100	28.9	58.2	100	58.2	20.4	100	20.4	6.1	100	6.1	2.0	100	2.0	6.7	100	6.7	2.4	100	2.4	0.0	100	0.0	2.8	100	2.8	0.2	100	0.2	1.4	100	1.4
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>71.1</b>			<b>28.9</b>			<b>58.2</b>			<b>20.4</b>			<b>6.1</b>			<b>2.0</b>			<b>6.7</b>			<b>2.4</b>			<b>0.0</b>			<b>2.8</b>			<b>0.2</b>			<b>1.4</b>

**Employment Data - Census 2014-2018 EEO Data Tool, Middlesex: 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251**

Middlesex County	2544	1809	735	1480	520	155	50	170	60	0	70	4	35
<b>Total</b>	<b>2544</b>	<b>1809</b>	<b>735</b>	<b>1480</b>	<b>520</b>	<b>155</b>	<b>50</b>	<b>170</b>	<b>60</b>	<b>0</b>	<b>70</b>	<b>4</b>	<b>35</b>
<b>Percentage</b>	<b>100.0%</b>	<b>71.1%</b>	<b>28.9%</b>	<b>58.2%</b>	<b>20.4%</b>	<b>6.1%</b>	<b>2.0%</b>	<b>6.7%</b>	<b>2.4%</b>	<b>0</b>	<b>2.8%</b>	<b>0.2%</b>	<b>1.4%</b>
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER SOURCE - N/A</b>													
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Education &amp; Technical Training Data</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	Middlesex County Identified as the basis for recruitment	100% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	N/A		
<b>Regional Graduation Data</b>	N/A		

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

**CSCC - Shoreline West Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Administrative/Clerical  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
New London**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	12.7	80	10.2	87.3	80	69.8	7.5	80	6.0	75.9	80	60.7	0.6	80	0.5	2.6	80	2.1	3.5	80	2.8	5.8	80	4.6	1.1	80	0.9	1.3	80	1.0	0.0	80	0.0	1.7	80	1.4
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	19.0	20	3.8	81.0	20	16.2	4.8	20	1.0	61.9	20	12.4	4.8	20	1.0	0.0	20	0.0	0.0	20	0.0	9.5	20	1.9	9.5	20	1.9	4.8	20	1.0	0.0	20	0.0	4.8	20	1.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>14.0</b>			<b>86.0</b>			<b>7.0</b>			<b>73.1</b>			<b>1.5</b>			<b>2.1</b>			<b>2.8</b>			<b>6.5</b>			<b>2.8</b>			<b>2.0</b>			<b>0.0</b>			<b>2.4</b>

**Employment Data - Census 2014-2018 EEO Data Tool, New London County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710**

<b>New London</b>	4988	634	4354	375	3785	30	130	175	290	54	64	0	85
<b>Total</b>	4988	634	4354	375	3785	30	130	175	290	54	64	0	85
<b>Percentage</b>	100.0%	12.7%	87.3%	7.5%	75.9%	0.6%	2.6%	3.5%	5.8%	1.1%	1.3%	0	1.7%

**Promotable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Transferable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE - Fall Student Populations 2021**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Education & Technical Training Data - Regional BOT & Business Administration Program Student Data**

<b>BOT</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Total</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Percentage</b>	100.0%	19.0%	81.0%	4.8%	61.9%	4.8%	0	0	9.5%	9.5%	4.8%	0	4.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, New Haven County, Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and given the proximate between New Haven and Bridgeport, both New Haven and Fairfield Counties are utilized.	80% as most positoin are hired from those already employed.
<b>Promotable</b>	N/A		
<b>Transferrable Workforce</b>	N/A		
<b>Fall Student Populations</b>	Not utilized for clerical positions		
<b>Digest of Ed. Statistics</b>	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in retruing to a campus they attened for FT employment.

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

CSCC - Capital-East Region  
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:  
JOB TITLE:

Paraprofessional  
All Titles

REPORTING DATE:  
LABOR MARKET AREA:

7/1/2022  
New London County

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	25.9	60	15.5	74.1	60	44.5	21.3	60	12.8	66.5	60	39.9	1.6	60	1.0	1.0	60	0.6	2.1	60	1.3	2.9	60	1.7	0.9	60	0.5	2.5	60	1.5	0.1	60	0.1	1.2	60	0.7
Promotable Pool	4.3	20	0.9	95.7	20	19.1	4.3	20	0.9	56.5	20	11.3	0.0	20	0.0	13.0	20	2.6	0.0	20	0.0	21.7	20	4.3	0.0	20	0.0	4.3	20	0.9	0.0	20	0.0	0.0	20	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	40.5	10	4.1	59.5	10	6.0	21.8	10	2.2	28.9	10	2.9	5.8	10	0.6	9.9	10	1.0	8.5	10	0.9	15.3	10	1.5	2.3	10	0.2	2.5	10	0.3	2.0	10	0.2	3.0	10	0.3
Graduation Data (selected programs)	44.0	10	4.4	56.0	10	5.6	18.7	10	1.9	29.7	10	3.0	8.8	10	0.9	6.6	10	0.7	11.0	10	1.1	13.2	10	1.3	4.4	10	0.4	5.5	10	0.6	1.1	10	0.1	1.1	10	0.1
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			24.9			75.2			17.8			57.1			2.5			4.9			3.3			8.8			1.1			3.3			0.4			1.1

Employment Data - Census 2014-2018 EEO Data Tool, New London. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120

<b>New London County</b>	3386	878	2508	720	2250	55	35	70	99	29	84	4	40
<b>Total</b>	3386	878	2508	720	2250	55	35	70	99	29	84	4	40
<b>Percentage</b>	100.0%	25.9%	74.1%	21.3%	66.5%	1.6%	1.0%	2.1%	2.9%	0.9%	2.5%	0.1%	1.2%
<b>Promotable Pool</b>													
<b>Clerical Titles</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Total</b>	23	1	22	1	13	0	3	0	5	0	1	0	0
<b>Percentage</b>	100.0%	4.3%	95.7%	4.3%	56.5%	0	13.0%	0	21.7%	0	4.3%	0	0
<b>Transferable Pool</b>													
<b>N/A</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>OTHER SOURCE - Fall Student Populations 2021</b>													
<b>Total</b>	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
<b>Percentage</b>	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%
<b>Education &amp; Technical Training Data - Regional Graduation Data for Multiple Programs (see section attachments)</b>													
<b>Multiple Programs</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Total</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Percentage</b>	100.0%	44.0%	56.0%	18.7%	29.7%	8.8%	6.6%	11.0%	13.2%	4.4%	5.5%	1.1%	1.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, New London County. Other teachers and instrs, ed., trng, and lib. wkrs : 25-XXXX / 2350, Fin. clerks, except bookkeeping, acct, and auditing clerks : 43-30XX / 5100, Bookkeeping, acct, and auditing clerks : 43-3031 / 5120	The hiring area is New London for this job category as positions at this level are often recruited from areas closer to the campus	60% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	Clerical employees within the region as of 2/1/2022	Internal promotional candidates are culminated within the region for promotional and transferable opportunities.	20% value weight as some increases in this category may come from the clerical ranks.
<b>Part-Time WkForce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	The region student population is considered as the region typically looks for prior experience in a community college.	Student data is considered regionally.	10% value weight as students could become part of the workforce after more education and experience. The data is important as we seek to reflect the students in part due to our Hispanic Service Institution status. VW is lower due to the source consulted.
<b>Regional Graduation Data</b>	Programs Selected: Accounting programs	Community College experience and associate degrees are often sought in these positions.	10% value weight. Most positions are hired through those already employed.

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

**CSCC - Capital- East Region  
AVAILABILITY ANALYSIS**

**OCCUPATIONAL CATEGORY:**  
**JOB TITLE:**

**Service Maintenance  
All Titles**

**REPORTING DATE: 7/1/2022  
LABOR MARKET AREA: New London**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	94.2	100	94.2	5.8	100	5.8	63.6	100	63.6	4.0	100	4.0	3.6	100	3.6	0.0	100	0.0	20.4	100	20.4	1.2	100	1.2	0.2	100	0.2	0.6	100	0.6	6.4	100	6.4	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>94.2</b>			<b>5.8</b>			<b>63.6</b>			<b>4.0</b>			<b>3.6</b>			<b>0.0</b>			<b>20.4</b>			<b>1.2</b>			<b>0.2</b>			<b>0.6</b>			<b>6.4</b>			<b>0.0</b>

**Employment Data - Census 2014-2018 EEO Data Tool, New London County. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251**

New London County	1644	1549	95	1045	65	60	0	335	20	4	10	105	0
<b>Total</b>	<b>1644</b>	<b>1549</b>	<b>95</b>	<b>1045</b>	<b>65</b>	<b>60</b>	<b>0</b>	<b>335</b>	<b>20</b>	<b>4</b>	<b>10</b>	<b>105</b>	<b>0</b>
<b>Percentage</b>	<b>100.0%</b>	<b>94.2%</b>	<b>5.8%</b>	<b>63.6%</b>	<b>4.0%</b>	<b>3.6%</b>	<b>0</b>	<b>20.4%</b>	<b>1.2%</b>	<b>0.2%</b>	<b>0.6%</b>	<b>6.4%</b>	<b>0</b>
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER SOURCE - N/A</b>													
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Education &amp; Technical Training Data</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>FACTOR:</b>	<b>SOURCE CONSULTED:</b>	<b>BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:</b>	<b>REASONS FOR WEIGHTING THE FACTOR:</b>
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	New London County Identified as the basis for recruitment	100% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	N/A		
<b>Regional Graduation Data</b>	N/A		

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

**CSCC - Shoreline West Region  
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:  
JOB TITLE:

**Administrative/Clerical  
All Titles**

REPORTING DATE:  
LABOR MARKET AREA:

**7/1/2022  
Windham**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE		
	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	WF	RS	VW	WF
Employment data (Census)	9.7	80	7.8	90.3	80	72.2	6.1	80	4.9	73.3	80	58.6	0.0	80	0.0	1.3	80	1.0	1.6	80	1.3	14.4	80	11.5	0.0	80	0.0	0.7	80	0.6	2.0	80	1.6	0.7	80	0.6
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	19.0	20	3.8	81.0	20	16.2	4.8	20	1.0	61.9	20	12.4	4.8	20	1.0	0.0	20	0.0	0.0	20	0.0	9.5	20	1.9	9.5	20	1.9	4.8	20	1.0	0.0	20	0.0	4.8	20	1.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>11.6</b>			<b>88.4</b>			<b>5.9</b>			<b>71.0</b>			<b>1.0</b>			<b>1.0</b>			<b>1.3</b>			<b>13.4</b>			<b>1.9</b>			<b>1.6</b>			<b>1.6</b>			

**Employment Data - Census 2014-2018 EEO Data Tool, Windham County. Information and record clerks, except customer service representatives : 43-4XXX / 5200 & Secretaries and administrative assistants : 43-6010 / 5710**

<b>Windham County</b>	2225	215	2010	135	1630	0	30	35	320	0	15	45	15
<b>Total</b>	2225	215	2010	135	1630	0	30	35	320	0	15	45	15
<b>Percentage</b>	100.0%	9.7%	90.3%	6.1%	73.3%	0	1.3%	1.6%	14.4%	0	0.7%	2.0%	0.7%

**Promotable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Transferable Pool**

N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**OTHER SOURCE - Fall Student Populations 2021**

<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Percentage</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**Education & Technical Training Data - Regional BOT & Business Administration Program Student Data**

<b>BOT</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Total</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Percentage</b>	100.0%	19.0%	81.0%	4.8%	61.9%	4.8%	0	0	9.5%	9.5%	4.8%	0	4.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, Windham County, Secretaries and administrative assistants : 43-6010 / 5710	The hiring area is local and Windham County is utilized	80% as most positoin are hired from those already employed.
<b>Promotable</b>	N/A		
<b>Transferrable Workforce</b>	N/A		
<b>Fall Student Populations</b>	Not utilized for clerical positions		
<b>Digest of Ed. Statistics</b>	Education & Technical Training Data - Regional BOT & Business Administration Program Student Data	Graduates from this program form a viable pool for clerical positions in the region.	20% as graduates may have a strong interest in retruining to a campus they attened for FT employment.

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

**CSCC - Capital- East Region  
AVAILABILITY ANALYSIS**

**OCCUPATIONAL CATEGORY:**  
**JOB TITLE:**

**Service Maintenance  
All Titles**

**REPORTING DATE:**  
**LABOR MARKET AREA:**

**7/1/2022  
Windham**

AVAILABILITY SOURCE	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE			TWO or MORE MALE			TWO or MORE FEMALE					
	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	WF	RS	VW	WF			
Employment data (Census)	89.3	100	89.3	10.7	100	10.7	71.8	100	71.8	9.3	100	9.3	0.0	100	0.0	0.0	100	0.0	16.2	100	16.2	1.4	100	1.4	0.0	100	0.0	0.0	100	0.0	0.0	100	0.0	1.3	100	1.3	0.0	100	0.0
Promotable Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Part-Time Pool	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Student Population	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
Graduation Data (selected programs)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
<b>FINAL AVAILABILITY BASE PERCENTAGE</b>			<b>89.3</b>			<b>10.7</b>			<b>71.8</b>			<b>9.3</b>			<b>0.0</b>			<b>0.0</b>			<b>16.2</b>			<b>1.4</b>			<b>0.0</b>			<b>0.0</b>			<b>1.3</b>			<b>0.0</b>			

**Employment Data - Census 2014-2018 EEO Data Tool, Windham County. First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251**

Windham County	1079	964	115	775	100	0	0	175	15	0	0	14	0
<b>Total</b>	<b>1079</b>	<b>964</b>	<b>115</b>	<b>775</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>175</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>
<b>Percentage</b>	<b>100.0%</b>	<b>89.3%</b>	<b>10.7%</b>	<b>71.8%</b>	<b>9.3%</b>	<b>0</b>	<b>0</b>	<b>16.2%</b>	<b>1.4%</b>	<b>0</b>	<b>0</b>	<b>1.3%</b>	<b>0</b>
<b>Promotable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Transferable Pool</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER SOURCE - N/A</b>													
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Education &amp; Technical Training Data</b>													
N/A	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percentage</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>FACTOR:</b>	<b>SOURCE CONSULTED:</b>	<b>BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:</b>	<b>REASONS FOR WEIGHTING THE FACTOR:</b>
<b>Employment data in the Applicable LMA</b>	Employment Data - Census 2014-2018 EEO Data Tool, First-line supervisors of housekeeping and janitorial workers : 37-1011 / 4200, First-line supervisors of landscaping, lawn service, and groundskeeping workers : 37-1012 / 4210, Building cleaning workers : 37-2010 / 4220, Grounds maintenance workers : 37-3010 / 4251	Windham County Identified as the basis for recruitment	100% value weight as most hires into category come from the currently employed. New census tool provides
<b>Promotable</b>	N/A		
<b>Part-Time Workforce</b>	No PT workforce identified for this category		
<b>Fall Student Populations</b>	N/A		
<b>Regional Graduation Data</b>	N/A		

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



Capital East Region AA Plan - Executive Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Education and childcare administrators : 11-9030 / 0230	Total	13,950	1,170	11,090	980	4	465	0	240
Education and childcare administrators : 11-9030 / 0230	Male	5,315	440	4,070	445	0	205	0	155
Education and childcare administrators : 11-9030 / 0230	Female	8,630	730	7,020	535	4	260	0	85
Education and childcare administrators : 11-9030 / 0230	Percent Total	100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
Education and childcare administrators : 11-9030 / 0230	Percent Male	38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	0.0%	1.1%
Education and childcare administrators : 11-9030 / 0230	Percent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	0.0%	0.6%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Education and childcare administrators : 11-9030 / 0230	13,949	4,070	7,020	445	535	440	730	205	264	155	85

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Education and childcare administrators : 11-9030 / 0230	Total	13,950	1,170	11,090	980	4	465	0	240
Education and childcare administrators : 11-9030 / 0230	Male	5,315	440	4,070	445	0	205	0	155
Education and childcare administrators : 11-9030 / 0230	Female	8,630	730	7,020	535	4	260	0	85
Education and childcare administrators : 11-9030 / 0230	Percent Total	100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
Education and childcare administrators : 11-9030 / 0230	Percent Male	38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	0.0%	1.1%
Education and childcare administrators : 11-9030 / 0230	Percent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	0.0%	0.6%
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Total	15,935	1,765	11,740	1,395	10	735	0	285
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Male	5,010	530	3,740	405	0	285	0	50
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Female	10,925	1,235	8,005	990	10	450	0	235
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Percent Total	100.0%	11.1%	73.7%	8.8%	0.1%	4.6%	0.0%	1.8%
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Percent Male	31.4%	3.3%	23.5%	2.5%	0.0%	1.8%	0.0%	0.3%
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	Percent Female	68.6%	7.8%	50.2%	6.2%	0.1%	2.8%	0.0%	1.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Education and childcare administrators : 11-9030 / 0230	13,949	4,070	7,020	445	535	440	730	205	264	155	85
Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350	15,935	3,740	8,005	405	990	530	1,235	285	460	50	235
	29,884	7,810	15,025	850	1,525	970	1,965	490	724	205	320

## Capital East Region AA Plan - Assistant Professor Data Set

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All or Groups	Hispanic Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiia n /Pacific Islander alone	Balance of not Hispanic or Latino
Postsecondary teachers : 25-1000 / 2205	Male	9,655	485	7,225	345	0	1,380	50	175
Postsecondary teachers : 25-1000 / 2205	Female	10,290	485	7,555	755	10	1,275	0	215
Postsecondary teachers : 25-1000 / 2205	Percent Total	100.0%	4.8%	74.1%	5.5%	0.1%	13.3%	0.3%	1.9%
Postsecondary teachers : 25-1000 / 2205	Percent Male	48.4%	2.4%	36.2%	1.7%	0.0%	6.9%	0.3%	0.9%
Postsecondary teachers : 25-1000 / 2205	Percent Female	51.6%	2.4%	37.9%	3.8%	0.1%	6.4%	0.0%	1.1%

Source: 2014-2018 ACS 5-Year EEO Estimates

Data summarized from above information

	TM	TF	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF	
Postsecondary teachers : 25-1000 / 2205		9660	10295	7,225	7,555	345	755	485	485	1430	1285	175	215

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				Grey	Grey	Grey	Grey	Grey	
Education and childcare administrators : 11-9030 / 0230	Total	13,950	1,170	11,090	980	4	465	0	240
Education and childcare administrators : 11-9030 / 0230	Male	5,315	440	4,070	445	0	205	0	155
Education and childcare administrators : 11-9030 / 0230	Female	8,630	730	7,020	535	4	260	0	85
Education and childcare administrators : 11-9030 / 0230	Percent Total	100.0%	8.4%	79.5%	7.0%	0.0%	3.3%	0.0%	1.7%
Education and childcare administrators : 11-9030 / 0230	Percent Male	38.1%	3.2%	29.2%	3.2%	0.0%	1.5%	0.0%	1.1%
Education and childcare administrators : 11-9030 / 0230	Percent Female	61.9%	5.2%	50.3%	3.8%	0.0%	1.9%	0.0%	0.6%

Source: 2014-2018 ACS 5-Year EEO Estimates

	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Education and childcare administrators : 11-9030 / 0230	13,949	4,070	7,020	445	535	440	730	205	264	155	85

Connecticut EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)  
 Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

Enter Search Terms Here

Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350

Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian or Alaska Native alone	Asian alone	Native Hawaiian or Pacific Islander alone	Balance of not Hispanic or Latino
Total	32,060	4,565	19,800	6,665	100	385	0 545
Male	7,895	1,215	4,275	2,155	4	105	0 145
Female	24,165	3,350	15,525	4,515	95	280	0 400
Percent Total	100.0%	14.2%	61.8%	20.8%	0.3%	1.2%	0.0% 1.7%
Percent Male	24.6%	3.8%	13.3%	6.7%	0.0%	0.3%	0.0% 0.5%
Percent Female	75.4%	10.4%	48.4%	14.1%	0.3%	0.9%	0.0% 1.2%
Total	15,935	1,765	11,740	1,395	10	735	0 285
Male	5,010	530	3,740	405	0	285	0 50
Female	10,925	1,235	8,005	990	10	450	0 235
Percent Total	100.0%	11.1%	73.7%	8.8%	0.1%	4.6%	0.0% 1.8%
Percent Male	31.4%	3.3%	23.5%	2.5%	0.0%	1.8%	0.0% 0.3%
Percent Female	68.6%	7.8%	50.2%	6.2%	0.1%	2.8%	0.0% 1.5%

Source: 2014-2018 ACS 5-Year EEO Estimates

Counselors, social workers, and other community and social service specialists : 21-10XX / 2001  
 Other teachers and instructors, education, training, and library workers : 25-XXXX / 2350

Total	TM	TF	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
32064	7899	24165	4,275	15,525	2,155	4,515	1,215	3,350	109	375	145	400
15935	5010	10925	3,740	8,005	405	990	530	1,235	285	460	50	235

## Capital East Region AA Plan - Hartford County Clerical Data Set

Hartford EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
			Information and record clerks, except customer service representative Total	7,470	1,370	4,455	1,265	
Information and record clerks, except customer service representative Male	1,590	305	925	265	0	80	0	10
Information and record clerks, except customer service representative Female	5,885	1,065	3,530	1,000	0	155	0	140
Information and record clerks, except customer service representative Percent Total	100.0%	18.3%	59.6%	16.9%	0.0%	3.1%	0.0%	2.0%
Information and record clerks, except customer service representative Percent Male	21.3%	4.1%	12.4%	3.5%	0.0%	1.1%	0.0%	0.1%
Information and record clerks, except customer service representative Percent Female	78.8%	14.3%	47.3%	13.4%	0.0%	2.1%	0.0%	1.9%
Secretaries and administrative assistants : 43-6010 / 5710 Total	9,940	1,170	7,500	780	15	265	0	210
Secretaries and administrative assistants : 43-6010 / 5710 Male	540	75	350	45	15	40	0	15
Secretaries and administrative assistants : 43-6010 / 5710 Female	9,400	1,095	7,150	735	0	225	0	195
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	11.8%	75.5%	7.8%	0.2%	2.7%	0.0%	2.1%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	5.4%	0.8%	3.5%	0.5%	0.2%	0.4%	0.0%	0.2%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	94.6%	11.0%	71.9%	7.4%	0.0%	2.3%	0.0%	2.0%

**Source: 2014-2018 ACS 5-Year EEO Estimates**

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Info and Record Clerks	7475	925	3,530	265	1,000	305	1,065	80	155	10	140
Sec and Admin Assts	9940	350	7,150	45	735	75	1,095	55	225	15	195

### Capital East Region AA Plan - Hartford County Para Data Set

Hartford EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	American	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
					alone		alone		
Other teachers and instructors, education, training, and library w Total	3,600	450	2,635	385	0	120	0	4	
Other teachers and instructors, education, training, and library w Male	1,135	155	850	50	0	80	0	0	
Other teachers and instructors, education, training, and library w Female	2,465	295	1,790	335	0	40	0	4	
Other teachers and instructors, education, training, and library w Percent Total	100.0%	12.5%	73.2%	10.7%	0.0%	3.3%	0.0%	0.1%	
Other teachers and instructors, education, training, and library w Percent Male	31.5%	4.3%	23.6%	1.4%	0.0%	2.2%	0.0%	0.0%	
Other teachers and instructors, education, training, and library w Percent Female	68.5%	8.2%	49.7%	9.3%	0.0%	1.1%	0.0%	0.1%	
Financial clerks, except bookkeeping, accounting, and auditing cle Total	3,770	405	2,700	335	0	230	0	95	
Financial clerks, except bookkeeping, accounting, and auditing cle Male	505	30	415	20	0	40	0	0	
Financial clerks, except bookkeeping, accounting, and auditing cle Female	3,265	380	2,285	315	0	190	0	95	
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Total	100.0%	10.7%	71.6%	8.9%	0.0%	6.1%	0.0%	2.5%	
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Male	13.4%	0.8%	11.0%	0.5%	0.0%	1.1%	0.0%	0.0%	
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Female	86.6%	10.1%	60.6%	8.4%	0.0%	5.0%	0.0%	2.5%	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Total	3,410	310	2,745	300	0	30	0	30	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Male	425	60	310	55	0	0	0	0	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Female	2,985	250	2,430	240	0	30	0	30	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Total	100.0%	9.1%	80.5%	8.8%	0.0%	0.9%	0.0%	0.9%	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Male	12.5%	1.8%	9.1%	1.6%	0.0%	0.0%	0.0%	0.0%	
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Female	87.5%	7.3%	71.3%	7.0%	0.0%	0.9%	0.0%	0.9%	

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers	3599	850	1790	50	335	155	295	80	40	0	4
Financial Clerks	3770	415	2,285	20	315	30	380	40	190	0	95
Bookkeeping	3405	310	2,430	55	240	60	250	0	30	0	30
	10774	1575	6505	125	890	245	925	120	260	0	129

### Capital East Region AA Plan - Hartford County Skilled Craft Data Set

Hartford EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				Carpenters : 47-2031 / 6230	Total	3,705	475	2,960	
Carpenters : 47-2031 / 6230	Male	3,595	450	2,870	250	0	0	0	20
Carpenters : 47-2031 / 6230	Female	110	20	85	0	0	0	0	0
Carpenters : 47-2031 / 6230	Percent Total	100.0%	12.8%	79.9%	6.7%	0.0%	0.0%	0.0%	0.5%
Carpenters : 47-2031 / 6230	Percent Male	97.0%	12.1%	77.5%	6.7%	0.0%	0.0%	0.0%	0.5%
Carpenters : 47-2031 / 6230	Percent Female	3.0%	0.5%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Total	1,070	115	775	140	0	0	0	40
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Male	1,070	115	775	140	0	0	0	40
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Female	0	0	0	0	0	0	0	0
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Total	100.0%	10.7%	72.4%	13.1%	0.0%	0.0%	0.0%	3.7%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Male	100.0%	10.7%	72.4%	13.1%	0.0%	0.0%	0.0%	3.7%
Pipelayers, plumbers, pipefitters, and steamfitters : 47-2150 / 6441	Percent Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Carpenters	3695	2870	85	250	0	450	20	0	0	20	0
Pipelayers	1070	775	0	140	0	115	0	0	0	40	0
	<b>4765</b>	<b>3645</b>	<b>85</b>	<b>390</b>	<b>0</b>	<b>565</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>0</b>



## Capital East Region AA Plan - Hartford County Service Maintenance Data Set

Hartford EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
First-line supervisors of landscaping, lawn service, and groundskeeping Total	575	35	520	20	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping Male	575	35	520	20	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping Female	0	0	0	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeeping Percent Total	100.0%	6.1%	90.4%	3.5%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskeeping Percent Male	100.0%	6.1%	90.4%	3.5%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskeeping Percent Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Building cleaning workers : 37-2010 / 4220 Total	11,225	4,345	4,815	1,625	10	150	0	275
Building cleaning workers : 37-2010 / 4220 Male	6,325	2,090	3,005	1,025	10	50	0	150
Building cleaning workers : 37-2010 / 4220 Female	4,900	2,255	1,815	600	0	100	0	130
Building cleaning workers : 37-2010 / 4220 Percent Total	100.0%	38.7%	42.9%	14.5%	0.1%	1.3%	0.0%	2.4%
Building cleaning workers : 37-2010 / 4220 Percent Male	56.3%	18.6%	26.8%	9.1%	0.1%	0.4%	0.0%	1.3%
Building cleaning workers : 37-2010 / 4220 Percent Female	43.7%	20.1%	16.2%	5.3%	0.0%	0.9%	0.0%	1.2%
Grounds maintenance workers : 37-3010 / 4251 Total	4,110	1,355	2,440	240	30	10	0	35
Grounds maintenance workers : 37-3010 / 4251 Male	3,810	1,355	2,215	160	30	10	0	35
Grounds maintenance workers : 37-3010 / 4251 Female	300	0	225	75	0	0	0	0
Grounds maintenance workers : 37-3010 / 4251 Percent Total	100.0%	33.0%	59.4%	5.8%	0.7%	0.2%	0.0%	0.9%
Grounds maintenance workers : 37-3010 / 4251 Percent Male	92.7%	33.0%	53.9%	3.9%	0.7%	0.2%	0.0%	0.9%
Grounds maintenance workers : 37-3010 / 4251 Percent Female	7.3%	0.0%	5.5%	1.8%	0.0%	0.0%	0.0%	0.0%

**Source: 2014-2018 ACS 5-Year EEO Estimates**

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
first line supervisors	575	520	0	20	0	35	0	0	0	0	0
building cleaning workers	11220	3005	1,815	1025	600	2090	2,255	50	100	150	130
grounds maintenance workers	4075	2215	225	160	75	1355	0	10	0	35	0
	<b>15870</b>	<b>5740</b>	<b>2,040</b>	<b>1205</b>	<b>675</b>	<b>3480</b>	<b>2,255</b>	<b>60</b>	<b>100</b>	<b>185</b>	<b>130</b>

### Capital East Region AA Plan - Protective Service Hartford County Data Set

Hartford EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

		Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
				White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Total	1,140	435	430	260	0	0	0	20
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Male	1,010	350	410	235	0	0	0	20
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Female	130	85	20	25	0	0	0	0
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Percent Total	100.0%	38.2%	37.7%	22.8%	0.0%	0.0%	0.0%	1.8%
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Percent Male	88.6%	30.7%	36.0%	20.6%	0.0%	0.0%	0.0%	1.8%
Bailiffs, correctional officers, and jailers : 33-3010 / 3801	Percent Female	11.4%	7.5%	1.8%	2.2%	0.0%	0.0%	0.0%	0.0%
Police officers : 33-3050 / 3870	Total	1,795	140	1,385	220	0	25	0	25
Police officers : 33-3050 / 3870	Male	1,490	125	1,195	160	0	15	0	0
Police officers : 33-3050 / 3870	Female	300	15	190	65	0	4	0	25
Police officers : 33-3050 / 3870	Percent Total	100.0%	7.8%	77.2%	12.3%	0.0%	1.4%	0.0%	1.4%
Police officers : 33-3050 / 3870	Percent Male	83.0%	7.0%	66.6%	8.9%	0.0%	0.8%	0.0%	0.0%
Police officers : 33-3050 / 3870	Percent Female	16.7%	0.8%	10.6%	3.6%	0.0%	0.2%	0.0%	1.4%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Baliffs, CO, jailer	1145	410	20	235	25	350	85	0	0	20	0
Police officers	1794	1195	190	160	65	125	15	15	4	0	25
	2939	1605	210	395	90	475	100	15	4	20	25

### Capital East Region AA Plan - Middlesex County Clerical Data Set

Middlesex EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Asian alone	Native Hawaiian/Islander alone	Balance of not Hispanic or Latino
			White alone	Black or African American alone	American Indian/Alaska Native alone					
Secretaries and administrative assistants : 43-6010 / 5710	Total	2,085	65	1,815	130	0	35	0	40	
Secretaries and administrative assistants : 43-6010 / 5710	Male	80	0	65	15	0	0	0	0	
Secretaries and administrative assistants : 43-6010 / 5710	Female	2,005	65	1,750	115	0	35	0	40	
Secretaries and administrative assistants : 43-6010 / 5710	Percent Total	100.0%	3.1%	87.1%	6.2%	0.0%	1.7%	0.0%	1.9%	
Secretaries and administrative assistants : 43-6010 / 5710	Percent Male	3.8%	0.0%	3.1%	0.7%	0.0%	0.0%	0.0%	0.0%	
Secretaries and administrative assistants : 43-6010 / 5710	Percent Female	96.2%	3.1%	83.9%	5.5%	0.0%	1.7%	0.0%	1.9%	

Source: 2014-2018 ACS 5-Year EEO Estimates

Secretaries and administrative assistants : 43-6010 / 5710

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Secretaries and administrative assistants : 43-6010 / 5710	2,085	65	1,750	15	115	0	65	0	35	0	40

### Capital East Region AA Plan - Middlesex County Paraprofessional Data Set

Middlesex EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino	
			White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone		
Other teachers and instructors, education, training, and library work	Total	710	10	560	0	0	115	0	20
Other teachers and instructors, education, training, and library work	Male	225	0	165	0	0	50	0	10
Other teachers and instructors, education, training, and library work	Female	485	10	395	0	0	65	0	10
Other teachers and instructors, education, training, and library work	Percent Total	100.0%	1.4%	78.9%	0.0%	0.0%	16.2%	0.0%	2.8%
Other teachers and instructors, education, training, and library work	Percent Male	31.7%	0.0%	23.2%	0.0%	0.0%	7.0%	0.0%	1.4%
Other teachers and instructors, education, training, and library work	Percent Female	68.3%	1.4%	55.6%	0.0%	0.0%	9.2%	0.0%	1.4%
Financial clerks, except bookkeeping, accounting, and auditing clerks	Total	645	20	555	60	0	10	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	Male	125	20	80	25	0	0	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	Female	520	0	480	35	0	10	0	0
Financial clerks, except bookkeeping, accounting, and auditing clerks	Percent Total	100.0%	3.1%	86.0%	9.3%	0.0%	1.6%	0.0%	0.0%
Financial clerks, except bookkeeping, accounting, and auditing clerks	Percent Male	19.4%	3.1%	12.4%	3.9%	0.0%	0.0%	0.0%	0.0%
Financial clerks, except bookkeeping, accounting, and auditing clerks	Percent Female	80.6%	0.0%	74.4%	5.4%	0.0%	1.6%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Total	835	20	780	15	0	20	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Male	95	0	85	10	0	0	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Female	740	20	695	4	0	20	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Percent Total	100.0%	2.4%	93.4%	1.8%	0.0%	2.4%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Percent Male	11.4%	0.0%	10.2%	1.2%	0.0%	0.0%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120	Percent Female	88.6%	2.4%	83.2%	0.5%	0.0%	2.4%	0.0%	0.0%

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF	
other teachers		705	165	395	0	0	0	10	50	65	10	10
financial clerks		650	80	480	25	35	20	0	0	10	0	0
bookkeeping		844	85	695	10	4	0	20	0	20	10	0
		<b>2199</b>	<b>330</b>	<b>1,570</b>	<b>35</b>	<b>39</b>	<b>20</b>	<b>30</b>	<b>50</b>	<b>95</b>	<b>10</b>	<b>10</b>

### Capital East Region AA Plan - Middlesex County Service Maintenance Data Set

Middlesex EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
First-line supervisors of landscaping, lawn service, and groundskeep Total	170	0	170	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeep Male	170	0	170	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeep Female	0	0	0	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskeep Percent Total	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskeep Percent Male	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskeep Percent Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Building cleaning workers : 37-2010 / 4220 Total	1,670	230	1,185	140	0	70	0	40
Building cleaning workers : 37-2010 / 4220 Male	990	170	725	90	0	0	0	4
Building cleaning workers : 37-2010 / 4220 Female	680	60	465	50	0	70	0	35
Building cleaning workers : 37-2010 / 4220 Percent Total	100.0%	13.8%	71.0%	8.4%	0.0%	4.2%	0.0%	2.4%
Building cleaning workers : 37-2010 / 4220 Percent Male	59.3%	10.2%	43.4%	5.4%	0.0%	0.0%	0.0%	0.2%
Building cleaning workers : 37-2010 / 4220 Percent Female	40.7%	3.6%	27.8%	3.0%	0.0%	4.2%	0.0%	2.1%
Grounds maintenance workers : 37-3010 / 4251 Total	705	0	640	65	0	0	0	0
Grounds maintenance workers : 37-3010 / 4251 Male	650	0	585	65	0	0	0	0
Grounds maintenance workers : 37-3010 / 4251 Female	55	0	55	0	0	0	0	0
Grounds maintenance workers : 37-3010 / 4251 Percent Total	100.0%	0.0%	90.8%	9.2%	0.0%	0.0%	0.0%	0.0%
Grounds maintenance workers : 37-3010 / 4251 Percent Male	92.2%	0.0%	83.0%	9.2%	0.0%	0.0%	0.0%	0.0%
Grounds maintenance workers : 37-3010 / 4251 Percent Female	7.8%	0.0%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
first line supervisors	170	170	0	0	0	0	0	0	0	0	0
building cleaning workers	1669	725	465	90	50	170	60	0	70	4	35
grounds maintenance workers	705	585	55	65	0	0	0	0	0	0	0
	<b>2544</b>	<b>1480</b>	<b>520</b>	<b>155</b>	<b>50</b>	<b>170</b>	<b>60</b>	<b>0</b>	<b>70</b>	<b>4</b>	<b>35</b>

### Capital East Region AA Plan - New London County Clerical Data Set

New London EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Information and record clerks, except customer service represent: Total	2,075	345	1,535	110	4	70	0	20
Information and record clerks, except customer service represent: Male	450	145	240	30	0	35	0	0
Information and record clerks, except customer service represent: Female	1,625	195	1,295	80	4	30	0	20
Information and record clerks, except customer service represent: Percent Total	100.0%	16.6%	74.0%	5.3%	0.2%	3.4%	0.0%	1.0%
Information and record clerks, except customer service represent: Percent Male	21.7%	7.0%	11.6%	1.4%	0.0%	1.7%	0.0%	0.0%
Information and record clerks, except customer service represent: Percent Female	78.3%	9.4%	62.4%	3.9%	0.2%	1.4%	0.0%	1.0%
Secretaries and administrative assistants : 43-6010 / 5710 Total	2,920	130	2,630	50	15	35	0	65
Secretaries and administrative assistants : 43-6010 / 5710 Male	185	30	135	0	4	15	0	0
Secretaries and administrative assistants : 43-6010 / 5710 Female	2,735	95	2,490	50	10	20	0	65
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	4.5%	90.1%	1.7%	0.5%	1.2%	0.0%	2.2%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	6.3%	1.0%	4.6%	0.0%	0.1%	0.5%	0.0%	0.0%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	93.7%	3.3%	85.3%	1.7%	0.3%	0.7%	0.0%	2.2%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Info and Record Clerks	2074	240	1,295	30	80	145	195	35	34	0	20
Sec and Admin Assts	2914	135	2,490	0	50	30	95	19	30	0	65
	4988	375	3,785	30	130	175	290	54	64	0	85

### Capital East Region AA Plan - New London County Paraprofessional Data Set

New London EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
Other teachers and instructors, education, training, and library w Total	1,650	105	1,445	60	4	40	0	0
Other teachers and instructors, education, training, and library w Male	625	25	560	35	0	4	0	0
Other teachers and instructors, education, training, and library w Female	1,025	80	880	25	4	35	0	0
Other teachers and instructors, education, training, and library w Percent Total	100.0%	6.4%	87.6%	3.6%	0.2%	2.4%	0.0%	0.0%
Other teachers and instructors, education, training, and library w Percent Male	37.9%	1.5%	33.9%	2.1%	0.0%	0.2%	0.0%	0.0%
Other teachers and instructors, education, training, and library w Percent Female	62.1%	4.8%	53.3%	1.5%	0.2%	2.1%	0.0%	0.0%
Financial clerks, except bookkeeping, accounting, and auditing cle Total	725	15	615	30	0	50	0	4
Financial clerks, except bookkeeping, accounting, and auditing cle Male	130	10	70	20	0	25	0	4
Financial clerks, except bookkeeping, accounting, and auditing cle Female	590	4	545	10	0	30	0	0
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Total	100.0%	2.1%	84.8%	4.1%	0.0%	6.9%	0.0%	0.6%
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Male	17.9%	1.4%	9.7%	2.8%	0.0%	3.4%	0.0%	0.6%
Financial clerks, except bookkeeping, accounting, and auditing cle Percent Female	81.4%	0.6%	75.2%	1.4%	0.0%	4.1%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Total	1,020	50	915	0	0	15	0	40
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Male	125	35	90	0	0	0	0	0
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Female	900	15	825	0	0	15	0	40
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Total	100.0%	4.9%	89.7%	0.0%	0.0%	1.5%	0.0%	3.9%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Male	12.3%	3.4%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Bookkeeping, accounting, and auditing clerks : 43-3031 / 5120 Percent Female	88.2%	1.5%	80.9%	0.0%	0.0%	1.5%	0.0%	3.9%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Other teachers and instructors	1648	560	880	35	25	25	80	4	39	0	0
financial clerks	718	70	545	20	10	10	4	25	30	4	0
bookkeeping	1020	<b>90</b>	<b>825</b>	<b>0</b>	<b>0</b>	<b>35</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>40</b>
	<b>3386</b>	<b>720</b>	<b>2,250</b>	<b>55</b>	<b>35</b>	<b>70</b>	<b>99</b>	<b>29</b>	<b>84</b>	<b>4</b>	<b>40</b>

## Capital East Region AA Plan - New London County Service Maintenance Data Set

New London EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
First-line supervisors of housekeeping and janitorial workers : 37-: Total	165	30	135	0	4	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-: Male	130	10	120	0	4	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-: Female	35	20	15	0	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-: Percent Total	100.0%	18.2%	81.8%	0.0%	2.4%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-: Percent Male	78.8%	6.1%	72.7%	0.0%	2.4%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-: Percent Female	21.2%	12.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundske€ Total	125	0	110	0	0	0	0	15
First-line supervisors of landscaping, lawn service, and groundske€ Male	105	0	90	0	0	0	0	15
First-line supervisors of landscaping, lawn service, and groundske€ Female	20	0	20	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundske€ Percent Total	100.0%	0.0%	88.0%	0.0%	0.0%	0.0%	0.0%	12.0%
First-line supervisors of landscaping, lawn service, and groundske€ Percent Male	84.0%	0.0%	72.0%	0.0%	0.0%	0.0%	0.0%	12.0%
First-line supervisors of landscaping, lawn service, and groundske€ Percent Female	16.0%	0.0%	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grounds maintenance workers : 37-3010 / 4251 Total	1,360	325	860	60	10	10	0	90
Grounds maintenance workers : 37-3010 / 4251 Male	1,315	325	835	60	10	0	0	90
Grounds maintenance workers : 37-3010 / 4251 Female	40	0	30	0	0	10	0	0
Grounds maintenance workers : 37-3010 / 4251 Percent Total	100.0%	23.9%	63.2%	4.4%	0.7%	0.7%	0.0%	6.6%
Grounds maintenance workers : 37-3010 / 4251 Percent Male	96.7%	23.9%	61.4%	4.4%	0.7%	0.0%	0.0%	6.6%
Grounds maintenance workers : 37-3010 / 4251 Percent Female	2.9%	0.0%	2.2%	0.0%	0.0%	0.7%	0.0%	0.0%

**Source: 2014-2018 ACS 5-Year EEO Estimates**

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
first line supervisors	169	120	15	0	0	10	20	4	0	0	0
building cleaning workers	125	90	20	0	0	0	0	0	0	15	0
grounds maintenance workers	1350	835	30	60	0	325	0	0	10	90	0
	<b>1644</b>	<b>1045</b>	<b>65</b>	<b>60</b>	<b>0</b>	<b>335</b>	<b>20</b>	<b>4</b>	<b>10</b>	<b>105</b>	<b>0</b>



### Capital East Region AA Plan - Windham County Clerical Data Set

Windham EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
			Information and record clerks, except customer service represent: Total	825	115	615	20	
Information and record clerks, except customer service represent: Male	130	0	90	0	0	0	0	45
Information and record clerks, except customer service represent: Female	695	115	530	20	0	15	0	15
Information and record clerks, except customer service represent: Percent Total	100.0%	13.9%	74.5%	2.4%	0.0%	1.8%	0.0%	6.7%
Information and record clerks, except customer service represent: Percent Male	15.8%	0.0%	10.9%	0.0%	0.0%	0.0%	0.0%	5.5%
Information and record clerks, except customer service represent: Percent Female	84.2%	13.9%	64.2%	2.4%	0.0%	1.8%	0.0%	1.8%
Secretaries and administrative assistants : 43-6010 / 5710 Total	1,400	240	1,150	10	0	0	0	0
Secretaries and administrative assistants : 43-6010 / 5710 Male	80	35	45	0	0	0	0	0
Secretaries and administrative assistants : 43-6010 / 5710 Female	1,315	205	1,100	10	0	0	0	0
Secretaries and administrative assistants : 43-6010 / 5710 Percent Total	100.0%	17.1%	82.1%	0.7%	0.0%	0.0%	0.0%	0.0%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Male	5.7%	2.5%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Secretaries and administrative assistants : 43-6010 / 5710 Percent Female	93.9%	14.6%	78.6%	0.7%	0.0%	0.0%	0.0%	0.0%

**Source: 2014-2018 ACS 5-Year EEO Estimates**

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
Info and Record Clerks	830	90	530	0	20	0	115	0	15	45	15
Sec and Admin Assts	1395	45	1,100	0	10	35	205	0	0	0	0
	2225	135	1,630	0	30	35	320	0	15	45	15

## Capital East Region AA Plan - Windham County Service Maintenance Data Set

Windham EEO-ALL01R - Occupation by Sex and Race/Ethnicity for Residence Geography (Universe: Civilian labor force 16 years and over)

Note: Race categories with grey background indicate "Not Hispanic or Latino, One Race."

	Total All Groups	Hispanic or Latino	White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	Balance of not Hispanic or Latino
First-line supervisors of housekeeping and janitorial workers : 37-1 Total	90	0	90	0	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1 Male	45	0	45	0	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1 Female	45	0	45	0	0	0	0	0
First-line supervisors of housekeeping and janitorial workers : 37-1 Percent Total	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-1 Percent Male	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of housekeeping and janitorial workers : 37-1 Percent Female	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First-line supervisors of landscaping, lawn service, and groundskee Total	115	0	110	0	0	0	0	4
First-line supervisors of landscaping, lawn service, and groundskee Male	85	0	85	0	0	0	0	4
First-line supervisors of landscaping, lawn service, and groundskee Female	30	0	30	0	0	0	0	0
First-line supervisors of landscaping, lawn service, and groundskee Percent Total	100.0%	0.0%	95.7%	0.0%	0.0%	0.0%	0.0%	3.5%
First-line supervisors of landscaping, lawn service, and groundskee Percent Male	73.9%	0.0%	73.9%	0.0%	0.0%	0.0%	0.0%	3.5%
First-line supervisors of landscaping, lawn service, and groundskee Percent Female	26.1%	0.0%	26.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Grounds maintenance workers : 37-3010 / 4251 Total	860	190	665	0	0	0	0	10
Grounds maintenance workers : 37-3010 / 4251 Male	825	175	645	0	0	0	0	10
Grounds maintenance workers : 37-3010 / 4251 Female	35	15	20	0	0	0	0	0
Grounds maintenance workers : 37-3010 / 4251 Percent Total	100.0%	22.1%	77.3%	0.0%	0.0%	0.0%	0.0%	1.2%
Grounds maintenance workers : 37-3010 / 4251 Percent Male	95.9%	20.3%	75.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Grounds maintenance workers : 37-3010 / 4251 Percent Female	4.1%	1.7%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: 2014-2018 ACS 5-Year EEO Estimates

The table below is a summary of the above data

Title	Total	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF
first line supervisors	90	45	45	0	0	0	0	0	0	0	0
building cleaning workers	124	85	35	0	0	0	0	0	0	4	0
grounds maintenance workers	865	645	20	0	0	175	15	0	0	10	0
	<b>1079</b>	<b>775</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>175</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>

**Availability Feeder Data**

Source:	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		Two or More	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>2022 Student Data - Instructor/Assistant/Professional Non-faculty/Technical Paraprofessional</b>													
<b>2022 Regional FTE Student Data</b>	6763	2736	4027	1475	1956	395	669	572	1034	158	168	136	200
<b>Percentage</b>	100.0%	40.5%	59.5%	21.8%	28.9%	5.8%	9.9%	8.5%	15.3%	2.3%	2.5%	2.0%	3.0%
<b>2022 Business and Training - Student Data - Administrative Clerical Categories</b>													
<b>Student Graduation Data (BOT)</b>	21	4	17	1	13	1	0	0	2	2	1	0	1
<b>Percentage</b>	100.0%	19.0%	81.0%	4.8%	61.9%	4.8%	0	0	9.5%	9.5%	4.8%	0	4.8%
<b>2022 Accounting Programs - Student Data - Paraprofessional Categories</b>													
<b>Student Graduation Data (Acct fields)</b>	91	40	51	17	27	8	6	10	12	4	5	1	1
<b>Percentage</b>	100.0%	44.0%	56.0%	18.7%	29.7%	8.8%	6.6%	11.0%	13.2%	4.4%	5.5%	1.1%	1.1%
<b>2022 Criminal Justice Programs - Protective Service Categories</b>													
<b>Student Graduation Data</b>	57	24	33	10	11	3	9	9	10	1	1	1	2
<b>Percentage</b>	100.0%	42.1%	57.9%	17.5%	19.3%	5.3%	15.8%	15.8%	17.5%	1.8%	1.8%	1.8%	3.5%
<b>Employee data for Professional Non-Faculty</b>													
<b>2022 PT Education Assistants</b>	87	26	61	20	41	3	10	3	5	0	4	0	1
<b>2022 PT Professional Employees</b>	14	5	9	3	7	0	1	2	1	0	0	0	0
<b>Total</b>	101	31	70	23	48	3	11	5	6	0	4	0	1
<b>Percentage</b>	100.0%	30.7%	69.3%	22.8%	47.5%	3.0%	10.9%	5.0%	5.9%	0	4.0%	0	1.0%
<b>Lecturers - Feeder data for Instructors</b>													
<b>2022 PT Lectures</b>	400	186	214	163	183	9	16	11	6	3	9	0	0
<b>FT (non-perm) Lecturers</b>	12	6	6	5	5	0	0	0	0	1	1	0	0
<b>Total</b>	412	192	220	168	188	9	16	11	6	4	10	0	0
<b>Percentage</b>	100.0%	46.6%	53.4%	40.8%	45.6%	2.2%	3.9%	2.7%	1.5%	1.0%	2.4%	0	0

DIGEST OF EDUCATION STATISTICS

TABLE 314.40 - EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS

(Fall 2021 - Table Prepared November 2020)

TABLE 314.40 IPEDS 2020 DATA - REPORTING DATE NOVEMBER 2021

STAFF	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		Two/more	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	255575	108,215 42.3%	147,360 57.7%	84,249 33.0%	107,965 42.2%	10,046 3.9%	18,215 7.1%	7,113 2.8%	11,413 4.5%	5,522 2.2%	7,611 3.0%	1,285 0.9%	2,156 1.5%
Professional/ Faculty	1356292	663,015 48.9%	693,277 51.1%	503,916 37.2%	513,010 37.8%	40,858 3.0%	63,574 4.7%	40,227 3.0%	43,535 3.2%	70,435 5.2%	62,801 4.6%	7,579 1.1%	10,357 1.5%
Business & Financial Operations	218069	58,449 26.8%	159,620 73.2%	41,452 19.0%	107,215 49.2%	5,677 2.6%	19,527 9.0%	5,937 2.7%	16,859 7.7%	4,379 2.0%	13,149 6.0%	1,004 0.6%	2,870 1.8%
Computers, Engineering & Science	217238	129,182 59.5%	88,056 40.5%	93,300 42.9%	57,042 26.3%	8,194 3.8%	7,445 3.4%	10,649 4.9%	7,669 3.5%	14,814 6.8%	14,189 6.5%	2,225 2.5%	1,711 1.9%
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	178960	77,371 43.2%	101,589 56.8%	57,645 32.2%	71,838 40.1%	9,647 5.4%	12,070 6.7%	6,038 3.4%	10,401 5.8%	2,709 1.5%	5,050 2.8%	1,332 1.3%	2,230 2.2%
Healthcare Practitioners & Technicians	106565	29,832 28.0%	76,733 72.0%	19,435 18.2%	51,005 47.9%	2,652 2.5%	9,334 8.8%	2,672 2.5%	6,933 6.5%	4,568 4.3%	8,189 7.7%	505 0.7%	1,272 1.7%
Librarians, Curators, & Archivists	37133	10,970 29.5%	26,163 70.5%	8,777 23.6%	20,185 54.4%	654 1.8%	2,123 5.7%	819 2.2%	1,612 4.3%	569 1.5%	1,760 4.7%	151 0.6%	483 1.8%
Student & Academic Affairs & Other Education Services	165703	51,083 30.8%	114,620 69.2%	35,069 21.2%	77,151 46.6%	6,407 3.9%	15,921 9.6%	5,543 3.3%	12,673 7.6%	3,103 1.9%	6,542 3.9%	961 0.8%	2,333 2.0%
Graduate Assistants	240030	109,458 45.6%	130,572 54.4%	74,779 31.2%	86,886 36.2%	6,275 2.6%	10,878 4.5%	10,964 4.6%	13,640 5.7%	13,662 5.7%	14,189 5.9%	3,778 2.9%	4,979 3.8%
<b>Table 314.40.</b>	<b>Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2020</b>												

**Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2020**

Sex, employment status, control and level of institution, and primary occupation	Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races								Race/ethnicity unknown	Non-resident alien\1\
			Total	Per-cent\2\	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
<b>Males</b>	<b>1,695,000</b>	<b>1,081,250</b>	<b>418,138</b>	<b>27.9</b>	<b>135,017</b>	<b>128,037</b>	<b>121,428</b>	<b>3,139</b>	<b>7,772</b>	<b>22,745</b>	<b>75,291</b>	<b>120,321</b>
Faculty (instruction/research/public service)	734,605	503,916	159,099	24.0	40,858	40,227	66,453	1,114	2,868	7,579	36,429	35,161
Instruction	666,208	470,304	144,284	23.5	39,031	37,349	57,195	1,048	2,753	6,908	33,600	18,020
Research	53,446	23,404	11,052	32.1	1,017	2,039	7,379	47	74	496	2,328	16,622
Public service	14,951	10,208	3,763	26.9	810	839	1,879	19	41	175	501	479
Graduate assistants	188,950	74,779	34,679	31.7	6,275	10,964	13,080	212	370	3,778	9,680	69,812
Librarians, curators, and archivists	11,432	8,777	2,193	20.0	654	819	497	13	59	151	358	104
Student and academic affairs and other education services	54,167	35,069	16,014	31.3	6,407	5,543	2,503	222	378	961	2,247	837
Management	112,001	84,249	23,966	22.1	10,046	7,113	4,825	194	503	1,285	3,097	689
Business and financial operations	61,752	41,452	16,997	29.1	5,677	5,937	3,921	149	309	1,004	2,521	782
Computer, engineering, and science	142,355	93,300	35,882	27.8	8,194	10,649	13,998	249	567	2,225	4,891	8,282
Community, social service, legal, arts, design, entertainment, sports, and media	81,424	57,645	19,726	25.5	9,647	6,038	2,073	241	395	1,332	3,427	626
Healthcare practitioners and technicians	33,660	19,435	10,397	34.9	2,652	2,672	4,428	46	94	505	2,117	1,711
Service occupations	128,494	68,995	53,563	43.7	26,661	19,394	4,346	390	1,116	1,656	4,943	993
Sales and related occupations	3,626	2,205	1,243	36.0	562	419	122	9	26	105	163	15
Office and administrative support	64,588	36,374	24,612	40.4	9,218	9,934	3,544	133	417	1,366	2,626	976
Natural resources, construction, and maintenance	63,774	45,894	15,318	25.0	6,106	6,675	1,215	124	551	647	2,289	273
Production, transportation, and material moving	14,172	9,160	4,449	32.7	2,060	1,653	423	43	119	151	503	60
<b>Females</b>	<b>2,116,104</b>	<b>1,337,840</b>	<b>606,332</b>	<b>31.2</b>	<b>230,960</b>	<b>185,670</b>	<b>139,442</b>	<b>4,020</b>	<b>10,853</b>	<b>35,387</b>	<b>86,070</b>	<b>85,862</b>
Faculty (instruction/research/public service)	754,810	513,010	180,267	26.0	63,574	43,535	58,040	1,276	3,485	10,357	38,623	22,910
Instruction	697,046	482,855	165,326	25.5	60,753	40,227	50,322	1,211	3,313	9,500	35,976	12,889
Research	41,575	19,342	10,458	35.1	1,504	2,362	5,827	43	97	625	2,099	9,676
Public service	16,189	10,813	4,483	29.3	1,317	946	1,891	22	75	232	548	345
Graduate assistants	188,509	86,886	43,686	33.5	10,878	13,640	13,448	196	545	4,979	10,006	47,931
Librarians, curators, and archivists	27,078	20,185	5,978	22.8	2,123	1,612	1,496	94	170	483	731	184
Student and academic affairs and other education services	120,147	77,151	37,469	32.7	15,921	12,673	5,379	325	838	2,333	4,394	1,133
Management	151,785	107,965	39,395	26.7	18,215	11,413	6,672	210	729	2,156	3,764	661
Business and financial operations	166,489	107,215	52,405	32.8	19,527	16,859	11,941	354	854	2,870	5,379	1,490
Computer, engineering, and science	97,001	57,042	31,014	35.2	7,445	7,669	13,664	118	407	1,711	3,238	5,707
Community, social service, legal, arts, design, entertainment, sports, and media	105,822	71,838	29,751	29.3	12,070	10,401	4,093	300	657	2,230	3,497	736
Healthcare practitioners and technicians	81,994	51,005	25,728	33.5	9,334	6,933	7,806	111	272	1,272	3,485	1,776
Service occupations	96,407	44,379	47,152	51.5	22,341	18,467	4,015	288	738	1,303	3,680	1,196
Sales and related occupations	6,942	4,153	2,487	37.5	1,186	831	233	21	42	174	269	33
Office and administrative support	310,471	191,770	108,037	36.0	46,778	40,728	12,398	706	2,041	5,386	8,651	2,013
Natural resources, construction, and maintenance	5,528	3,483	1,736	33.3	868	560	171	15	41	81	241	68
Production, transportation, and material moving	3,121	1,758	1,227	41.1	700	349	86	6	34	52	112	24
title	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF		
Business financial	41,452	107,215	5,677	19,527	5,937	16,859	4,379	13,149	1,004	2,870		
computers, engineering and science	93,300	57,042	8,194	7,445	10,649	7,669	14,814	14,189	2,225	1,711		
community social service, legal	57,645	71,838	9,647	12,070	6,038	10,401	2,709	5,050	1,332	2,230		
healthcare prcti	19,435	51,005	2,652	9,334	2,672	6,933	4,568	8,189	505	1,272		
librarians	20,185	20,185	654	2,123	819	1,612	569	1,760	151	483		
student ad academic affairs	35,069	77,151	6,407	15,921	5,543	12,673	6,542	6,542	961	2,333		
grad assist	74,779	86,886	6,275	10,878	10,964	13,640	13,662	14,189	3,778	4,979		
Management	112,001	84,249	107,965	10,046	18,215	7,113	11,413	5,522	7,611	1,285	2,156	689

	<b>2,062,708</b>	<b>1,281,804</b>	<b>543,059</b>	<b>29.8</b>	<b>186,576</b>	<b>166,587</b>	<b>148,955</b>	<b>3,122</b>	<b>10,926</b>	<b>26,893</b>	<b>85,308</b>	<b>152,537</b>
<b>Public 4-year</b>												
Faculty (instruction/research/public service)	684,301	461,101	153,718	25.0	39,640	37,204	66,139	848	3,174	6,713	31,248	38,234
Instruction	610,228	422,819	138,611	24.7	37,258	33,890	57,663	778	2,962	6,060	27,375	21,423
Research	57,159	26,051	11,529	30.7	1,241	2,533	7,098	45	129	483	3,327	16,252
Public service	16,914	12,231	3,578	22.6	1,141	781	1,378	25	83	170	546	559
Graduate assistants	299,229	130,461	58,890	31.1	13,060	18,919	20,372	241	804	5,494	15,371	94,507
Librarians, curators, and archivists	18,510	13,802	4,069	22.8	1,310	1,318	980	19	142	300	484	155
Student and academic affairs and other education services	75,977	48,716	23,136	32.2	9,468	8,026	3,581	192	617	1,252	2,842	1,283
Management	125,554	92,737	29,203	23.9	13,275	8,457	5,239	158	707	1,367	2,813	801
Business and financial operations	137,211	89,712	41,132	31.4	14,745	13,592	9,875	257	756	1,907	4,833	1,534
Computer, engineering, and science	151,494	98,173	38,581	28.2	8,610	10,707	16,366	203	632	2,063	5,164	9,576
Community, social service, legal, arts, design, entertainment, sports, and media	93,967	63,626	25,825	28.9	11,261	8,920	3,224	252	561	1,607	3,699	817
Healthcare practitioners and technicians	76,941	47,378	22,621	32.3	7,929	5,580	7,800	72	283	957	5,060	1,882
Service occupations	130,364	64,565	59,135	47.8	29,202	21,148	5,756	333	1,152	1,544	5,225	1,439
Sales and related occupations	2,782	1,853	673	26.6	263	230	95	10	23	52	224	32
Office and administrative support	205,615	127,240	70,449	35.6	31,036	26,252	8,186	421	1,501	3,053	5,963	1,963
Natural resources, construction, and maintenance	48,119	34,470	11,520	25.0	4,879	4,687	951	93	447	463	1,875	254
Production, transportation, and material moving	12,644	7,970	4,107	34.0	1,898	1,547	391	23	127	121	507	60
	<b>551,700</b>	<b>375,458</b>	<b>152,716</b>	<b>28.9</b>	<b>64,209</b>	<b>53,714</b>	<b>22,532</b>	<b>1,472</b>	<b>4,417</b>	<b>6,372</b>	<b>19,651</b>	<b>3,875</b>
<b>Public 2-year</b>												
Faculty (instruction/research/public service)	299,739	219,602	65,544	23.0	26,983	20,216	12,850	681	1,895	2,919	12,511	2,082
Instruction	296,397	217,458	64,479	22.9	26,281	20,031	12,746	679	1,859	2,883	12,437	2,023
Research	129	85	40	32.0	10	13	12	0	4	1	3	1
Public service	3,213	2,059	1,025	33.2	692	172	92	2	32	35	71	58
Graduate assistants	16	8	4	33.3	0	2	2	0	0	0	1	3
Librarians, curators, and archivists	5,273	3,818	1,320	25.7	527	458	220	13	52	50	119	16
Student and academic affairs and other education services	49,271	31,028	16,360	34.5	6,881	6,130	1,913	171	499	766	1,677	206
Management	31,721	22,300	8,653	28.0	4,456	2,687	863	68	268	311	672	96
Business and financial operations	16,560	10,295	5,782	36.0	2,494	2,089	781	40	140	238	382	101
Computer, engineering, and science	14,968	9,938	4,575	31.5	1,374	1,699	1,111	52	142	197	347	108
Community, social service, legal, arts, design, entertainment, sports, and media	23,140	14,599	7,738	34.6	3,680	2,719	659	107	228	345	693	110
Healthcare practitioners and technicians	1,541	1,185	266	18.3	93	94	40	3	15	21	84	6
Service occupations	31,636	16,850	13,471	44.4	6,568	5,226	787	103	441	346	987	328
Sales and related occupations	1,575	1,188	365	23.5	145	120	51	2	22	25	21	1
Office and administrative support	69,294	39,813	26,696	40.1	10,168	11,506	3,098	213	619	1,092	2,005	780
Natural resources, construction, and maintenance	5,726	4,017	1,562	28.0	659	631	125	17	78	52	110	37
Production, transportation, and material moving	1,240	817	380	31.7	181	137	32	2	18	10	42	1
	<b>1,224,093</b>	<b>803,622</b>	<b>306,161</b>	<b>27.6</b>	<b>113,069</b>	<b>84,567</b>	<b>85,141</b>	<b>2,606</b>	<b>3,571</b>	<b>17,207</b>	<b>58,056</b>	<b>56,254</b>
<b>Private nonprofit 4-year</b>												
Faculty (instruction/research/public service)	492,521	343,834	100,382	22.6	30,713	21,208	40,766	900	1,379	5,416	28,419	19,886
Instruction	445,390	322,100	87,821	21.4	29,016	18,811	32,982	867	1,304	4,841	26,669	8,800
Research	36,210	15,093	8,962	37.3	1,071	1,616	5,786	21	56	412	1,329	10,826
Public service	10,921	6,641	3,599	35.1	626	781	1,998	12	19	163	421	260
Graduate assistants	85,125	34,864	18,217	34.3	3,726	4,865	7,326	84	130	2,086	5,098	26,946
Librarians, curators, and archivists	16,024	12,418	2,986	19.4	1,075	714	894	25	39	239	489	131
Student and academic affairs and other education services	49,581	34,196	12,752	27.2	5,930	3,481	2,146	154	174	867	1,905	728
Management	99,652	74,164	21,569	22.5	8,980	6,164	4,759	192	243	1,231	3,452	467
Business and financial operations	69,574	46,673	19,574	29.5	7,619	5,755	4,743	160	181	1,116	2,768	559
Computer, engineering, and science	73,979	44,794	22,335	33.3	5,656	5,380	9,760	135	228	1,176	2,757	4,093

Community, social service, legal, arts, design, entertainment, sports, and media	72,496	54,021	14,803	21.5	6,902	4,195	2,074	242	202	1,188	3,226	446
Healthcare practitioners and technicians	36,325	21,506	12,078	36.0	3,757	3,491	4,162	74	64	530	1,179	1,562
Service occupations	78,055	40,806	33,262	44.9	16,569	12,590	2,502	284	414	903	3,381	606
Sales and related occupations	3,662	2,409	1,079	30.9	395	430	132	15	4	103	163	11
Office and administrative support	123,302	77,319	40,982	34.6	18,818	13,949	5,381	290	407	2,137	4,351	650
Natural resources, construction, and maintenance	18,908	13,526	4,521	25.1	1,941	1,913	381	43	82	161	708	153
Production, transportation, and material moving	4,889	3,092	1,621	34.4	988	432	115	8	24	54	160	16
<b>Private nonprofit 2-year</b>	<b>7,312</b>	<b>4,486</b>	<b>2,479</b>	<b>35.6</b>	<b>1,492</b>	<b>526</b>	<b>143</b>	<b>60</b>	<b>155</b>	<b>103</b>	<b>334</b>	<b>13</b>
Faculty (instruction/research/public service)	3,296	2,250	936	29.4	588	135	61	52	57	43	101	9
Instruction	3,287	2,245	932	29.3	588	133	61	52	55	43	101	9
Research	6	4	2	33.3	0	1	0	0	1	0	0	0
Public service	3	1	2	66.7	0	1	0	0	1	0	0	0
Graduate assistants	0	0	0	†	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	92	72	16	18.2	7	3	1	0	4	1	3	1
Student and academic affairs and other education services	1,394	615	677	52.4	406	182	33	2	23	31	101	1
Management	729	498	192	27.8	104	41	19	2	18	8	37	2
Business and financial operations	220	140	73	34.3	29	20	7	1	11	5	7	0
Computer, engineering, and science	130	81	35	30.2	10	10	8	0	5	2	14	0
Community, social service, legal, arts, design, entertainment, sports, and media	206	154	52	25.2	35	11	1	0	4	1	0	0
Healthcare practitioners and technicians	26	23	3	11.5	2	1	0	0	0	0	0	0
Service occupations	201	91	108	54.3	63	31	0	1	13	0	2	0
Sales and related occupations	443	186	211	53.1	148	52	5	1	0	5	46	0
Office and administrative support	524	346	165	32.3	95	37	8	1	17	7	13	0
Natural resources, construction, and maintenance	47	27	10	27.0	4	3	0	0	3	0	10	0
Production, transportation, and material moving	4	3	1	25.0	1	0	0	0	0	0	0	0
<b>Private for-profit 4-year</b>	<b>90,655</b>	<b>52,807</b>	<b>30,027</b>	<b>36.2</b>	<b>13,115</b>	<b>8,440</b>	<b>5,143</b>	<b>377</b>	<b>518</b>	<b>2,434</b>	<b>7,634</b>	<b>187</b>
Faculty (instruction/research/public service)	56,837	34,185	16,769	32.9	8,181	3,721	3,146	200	313	1,208	5,828	55
Instruction	56,788	34,163	16,752	32.9	8,181	3,718	3,132	200	313	1,208	5,818	55
Research	30	17	13	43.3	0	3	10	0	0	0	0	0
Public service	19	5	4	44.4	0	0	4	0	0	0	10	0
Graduate assistants	363	152	144	48.6	69	28	28	1	0	18	61	6
Librarians, curators, and archivists	660	435	189	30.3	54	68	45	5	3	14	34	2
Student and academic affairs and other education services	8,012	4,289	3,278	43.3	1,367	1,073	484	68	44	242	443	2
Management	6,313	4,260	1,777	29.4	608	598	354	26	21	170	269	7
Business and financial operations	3,089	1,830	1,055	36.6	330	365	237	5	32	86	198	6
Computer, engineering, and science	1,312	714	444	38.3	86	149	135	6	9	59	76	78
Community, social service, legal, arts, design, entertainment, sports, and media	2,895	1,827	949	34.2	401	250	141	5	13	139	117	2
Healthcare practitioners and technicians	228	122	84	40.8	7	15	43	2	4	13	22	0
Service occupations	1,759	659	1,017	60.7	357	518	57	15	17	53	82	1
Sales and related occupations	2,597	1,135	1,331	54.0	783	323	90	9	17	109	131	0
Office and administrative support	6,100	3,007	2,712	47.4	830	1,149	353	29	42	309	353	28
Natural resources, construction, and maintenance	352	134	204	60.4	26	155	12	2	3	6	14	0
Production, transportation, and material moving	138	58	74	56.1	16	28	18	4	0	8	6	0
<b>Private for-profit 2-year</b>	<b>21,862</b>	<b>11,672</b>	<b>9,336</b>	<b>44.4</b>	<b>4,064</b>	<b>3,406</b>	<b>1,002</b>	<b>100</b>	<b>135</b>	<b>629</b>	<b>779</b>	<b>75</b>
Faculty (instruction/research/public service)	12,032	6,814	4,672	40.7	2,168	1,461	588	42	79	334	511	35
Instruction	11,993	6,802	4,652	40.6	2,162	1,456	584	42	78	330	504	35
Research	33	10	20	66.7	6	5	4	0	1	4	3	0
Public service	6	2	0	†	0	0	0	0	0	0	4	0

Graduate assistants	0	0	0	†	0	0	0	0	0	0	0	0
Librarians, curators, and archivists	135	93	40	30.1	20	15	3	0	0	2	2	0
Student and academic affairs and other education services	1,999	1,022	884	46.4	342	344	109	10	12	67	83	10
Management	2,383	1,405	917	39.5	425	318	99	11	9	55	60	1
Business and financial operations	866	434	404	48.2	129	200	39	5	5	26	21	7
Computer, engineering, and science	186	109	65	37.4	17	27	14	2	1	4	9	3
Community, social service, legal, arts, design, entertainment, sports, and media	115	43	70	61.9	13	44	6	1	1	5	1	1
Healthcare practitioners and technicians	55	24	30	55.6	15	10	5	0	0	0	1	0
Service occupations	387	190	176	48.1	69	78	13	4	2	10	12	9
Sales and related occupations	1,141	449	660	59.5	303	263	42	5	6	41	29	3
Office and administrative support	2,431	1,016	1,361	57.3	544	615	81	20	17	84	48	6
Natural resources, construction, and maintenance	125	71	52	42.3	16	30	2	0	3	1	2	0
Production, transportation, and material moving	7	2	5	71.4	3	1	1	0	0	0	0	0

†Not applicable.

\1\Race/ethnicity not collected.

\2\Combined total of staff who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of Two or more races as a percentage of total  
 NOTE: Data in this table represent the 50 states and the District of Columbia. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. By definition, all graduate assistants are part time. Race categories exclude persons of Hispanic ethnicity.  
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2020, Human Resources component, Fall Staff section. (This table was prepared March 2021.)



DIGEST OF EDUCATION STATISTICS  
 TABLE 315.20 - FULL TIME FACULTY IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS  
 Fall 2020 - Table prepared November 2021

	TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI		Two/More	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	182,439	119,709 65.6	62,730 34.4	95,029 52.1	50,170 27.5	4,198 2.3	3,063 1.7	4,401 2.4	2,784 1.5	15,373 8.4	6,228 3.4	708 0.6	485 0.8
Associate Professor	153,730	82,017 53.4	71,713 46.6	61,339 39.9	53,740 35.0	4,338 2.8	5,130 3.3	4,100 2.7	3,620 2.4	11,552 7.5	8,460 5.5	688 0.8	763 1.1
Assistant Professor	160,427	73,802 46.0	86,625 54.0	52,759 32.9	62,163 38.7	4,484 2.8	7,555 4.7	4,407 2.7	4,928 3.1	11,464 7.1	11,216 7.0	688 0.9	763 0.9
Instructor	93,644	40,220 42.9	53,424 57.1	30,521 32.6	39,811 42.5	2,693 2.9	4,661 5.0	3,558 3.8	4,458 4.8	2,904 3.1	3,692 3.9	544 1.4	802 1.5
Lecturer	42,958	18,763 43.7	24,195 56.3	14,946 34.8	18,720 43.6	990 2.3	1,248 2.9	1,306 3.0	1,860 4.3	1,306 3.0	2,031 4.7	215 1.1	336 1.4
Other Faculty	131,537	64,625 49.1	66,912 50.9	47,183 35.9	47,531 36.1	3,171 2.4	5,666 4.3	3,667 2.8	4,164 3.2	9,818 7.5	8,528 6.5	786 1.2	1,023 1.5
				301,777	272,135	19,874	27,323	21,439	21,814	52,417	40,155	3,629	4,172

SOURCE: U.S. Department of Education, National Center for Education Statistics,  
 Integrated Postsecondary Education Data (IPEDS)  
 Spring 2016 through Spring 2019, Human Resources Component, Fall Staff section  
 (Table was Prepared November 2019).

**Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank:  
Fall 2017, fall 2018, and fall 2019**

Year, sex, and academic rank	Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races									Race/ethnicity unknown	Non-resident alien
			Total	Per-cent\2\	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
<b>2017\3\</b>													
<b>Total</b>	<b>822,513</b>	<b>574,364</b>	<b>179,251</b>	<b>23.8</b>	<b>45,461</b>	<b>39,190</b>	<b>83,516</b>	<b>82,316</b>	<b>1,200</b>	<b>3,477</b>	<b>7,607</b>	<b>23,467</b>	<b>45,431</b>
Professors	184,428	145,927	33,971	18.9	6,936	6,535	18,817	18,624	193	633	1,050	2,714	1,816
Associate professors	157,975	115,065	36,527	24.1	9,157	7,253	18,269	18,033	236	573	1,275	3,308	3,075
Assistant professors	179,051	115,830	43,727	27.4	11,507	8,571	20,993	20,713	280	631	2,025	6,876	12,618
Instructors	98,673	70,967	22,469	24.0	7,048	7,431	6,019	5,787	232	851	1,120	3,378	1,859
Lecturers	43,222	32,031	8,121	20.2	1,994	2,708	2,760	2,722	38	160	499	1,493	1,577
Other faculty	159,164	94,544	34,436	26.7	8,819	6,692	16,658	16,437	221	629	1,638	5,698	24,486
<b>2018\3\</b>													
<b>Total</b>	<b>832,130</b>	<b>572,573</b>	<b>184,969</b>	<b>24.4</b>	<b>45,755</b>	<b>41,406</b>	<b>86,048</b>	<b>84,818</b>	<b>1,230</b>	<b>3,413</b>	<b>8,347</b>	<b>25,126</b>	<b>49,462</b>
Professors	185,786	145,221	35,409	19.6	7,009	6,826	19,733	19,533	200	606	1,235	3,110	2,046
Associate professors	159,169	114,824	37,467	24.6	9,197	7,684	18,698	18,453	245	580	1,308	3,687	3,191
Assistant professors	181,229	115,376	44,826	28.0	11,627	8,910	21,408	21,137	271	663	2,218	7,580	13,447
Instructors	98,867	70,229	23,336	24.9	7,226	7,891	6,167	5,887	280	786	1,266	3,481	1,821
Lecturers	44,789	32,710	8,770	21.1	2,114	2,979	2,969	2,930	39	161	547	1,543	1,766
Other faculty	162,290	94,213	35,161	27.2	8,582	7,116	17,073	16,878	195	617	1,773	5,725	27,191
<b>Males</b>	<b>443,595</b>	<b>303,997</b>	<b>94,812</b>	<b>23.8</b>	<b>19,354</b>	<b>20,621</b>	<b>49,511</b>	<b>48,876</b>	<b>635</b>	<b>1,617</b>	<b>3,709</b>	<b>13,326</b>	<b>31,460</b>
Professors	123,592	96,189	23,738	19.8	4,092	4,222	14,404	14,274	130	351	669	2,114	1,551
Associate professors	86,106	61,682	20,258	24.7	4,282	4,116	10,962	10,830	132	279	619	2,172	1,994
Assistant professors	86,494	53,677	20,751	27.9	4,333	4,225	10,988	10,852	136	295	910	3,791	8,275
Instructors	42,963	30,711	9,648	23.9	2,617	3,501	2,625	2,502	123	384	521	1,607	997
Lecturers	19,789	14,579	3,571	19.7	903	1,244	1,162	1,145	17	56	206	743	896
Other faculty	84,651	47,159	16,846	26.3	3,127	3,313	9,370	9,273	97	252	784	2,899	17,747
<b>Females</b>	<b>388,535</b>	<b>268,576</b>	<b>90,157</b>	<b>25.1</b>	<b>26,401</b>	<b>20,785</b>	<b>36,537</b>	<b>35,942</b>	<b>595</b>	<b>1,796</b>	<b>4,638</b>	<b>11,800</b>	<b>18,002</b>
Professors	62,194	49,032	11,671	19.2	2,917	2,604	5,329	5,259	70	255	566	996	495
Associate professors	73,063	53,142	17,209	24.5	4,915	3,568	7,736	7,623	113	301	689	1,515	1,197
Assistant professors	94,735	61,699	24,075	28.1	7,294	4,685	10,420	10,285	135	368	1,308	3,789	5,172
Instructors	55,904	39,518	13,688	25.7	4,609	4,390	3,542	3,385	157	402	745	1,874	824
Lecturers	25,000	18,131	5,199	22.3	1,211	1,735	1,807	1,785	22	105	341	800	870
Other faculty	77,639	47,054	18,315	28.0	5,455	3,803	7,703	7,605	98	365	989	2,826	9,444
<b>2019\3\</b>													
<b>Total</b>	<b>843,750</b>	<b>573,912</b>	<b>191,964</b>	<b>25.1</b>	<b>47,197</b>	<b>43,253</b>	<b>89,502</b>	<b>88,306</b>	<b>1,196</b>	<b>3,340</b>	<b>8,672</b>	<b>26,626</b>	<b>51,248</b>
Professors	187,550	145,199	37,240	20.4	7,261	7,185	21,013	20,815	198	588	1,193	3,147	1,964
Associate professors	160,932	115,079	38,651	25.1	9,468	7,720	19,457	19,187	270	555	1,451	3,952	3,250
Assistant professors	182,884	114,922	46,376	28.8	12,039	9,335	21,977	21,719	258	703	2,322	7,776	13,810
Instructors	99,412	70,332	23,582	25.1	7,354	8,016	6,149	5,896	253	717	1,346	3,635	1,863
Lecturers	46,568	33,666	9,292	21.6	2,238	3,166	3,173	3,139	34	164	551	1,675	1,935
Other faculty	166,404	94,714	36,823	28.0	8,837	7,831	17,733	17,550	183	613	1,809	6,441	28,426
<b>Males</b>	<b>445,585</b>	<b>301,777</b>	<b>97,626</b>	<b>24.4</b>	<b>19,874</b>	<b>21,439</b>	<b>50,838</b>	<b>50,234</b>	<b>604</b>	<b>1,579</b>	<b>3,896</b>	<b>13,952</b>	<b>32,230</b>
Professors	123,324	95,029	24,680	20.6	4,198	4,401	15,040	14,919	121	333	708	2,136	1,479
Associate professors	86,312	61,339	20,678	25.2	4,338	4,100	11,275	11,136	139	277	688	2,233	2,062
Assistant professors	86,405	52,759	21,310	28.8	4,484	4,407	11,170	11,045	125	294	955	3,895	8,441
Instructors	42,872	30,521	9,699	24.1	2,693	3,558	2,554	2,443	111	350	544	1,627	1,025
Lecturers	20,548	14,946	3,817	20.3	990	1,306	1,243	1,227	16	63	215	798	987
Other faculty	86,124	47,183	17,442	27.0	3,171	3,667	9,556	9,464	92	262	786	3,263	18,236
<b>Females</b>	<b>398,165</b>	<b>272,135</b>	<b>94,338</b>	<b>25.7</b>	<b>27,323</b>	<b>21,814</b>	<b>38,664</b>	<b>38,072</b>	<b>592</b>	<b>1,761</b>	<b>4,776</b>	<b>12,674</b>	<b>19,018</b>
Professors	64,226	50,170	12,560	20.0	3,063	2,784	5,973	5,896	77	255	485	1,011	485
Associate professors	74,620	53,740	17,973	25.1	5,130	3,620	8,182	8,051	131	278	763	1,719	1,188
Assistant professors	96,479	62,163	25,066	28.7	7,555	4,928	10,807	10,674	133	409	1,367	3,881	5,369
Instructors	56,540	39,811	13,883	25.9	4,661	4,458	3,595	3,453	142	367	802	2,008	838
Lecturers	26,020	18,720	5,475	22.6	1,248	1,860	1,930	1,912	18	101	336	877	948
Other faculty	80,280	47,531	19,381	29.0	5,666	4,164	8,177	8,086	91	351	1,023	3,178	10,190

\1\Race/ethnicity not collected.

\2\Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of Two or more races as  
 \3\Only instructional faculty were classified by academic rank. Primarily research and primarily public service faculty, as well as faculty without ranks, appear under "other faculty."

NOTE: Data in this table represent the 50 states and the District of Columbia. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2018 through Spring 2020 Human Resources component, Fall Staff section. (This table was prepared March 2021.)

**Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2018, fall 2019, and fall 2020**

Year, sex, and academic rank	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races												Race/ethnicity unknown	Non-resident alien\1
	Total	White	Asian/Pacific Islander				American Indian/Alaska Native	combined AAIA/NHAP I	Two or more races					
			Total	Per-cent\2	Black	Hispanic				Total	Asian	Pacific Islander		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
<b>2020</b>											0			
<b>Total</b>	<b>836,597</b>	<b>563,609</b>	<b>196,314</b>	<b>25.8</b>	<b>47,477</b>	<b>44,340</b>	<b>91,653</b>	<b>90,438</b>	<b>1,215</b>	<b>3,266</b>	<b>94,919</b>	<b>9,578</b>	<b>26,655</b>	<b>50,019</b>
Professors	188,692	144,612	38,982	21.2	7,397	7,559	22,137	21,938	199	582	22,719	1,307	3,335	1,763
Associate professors	162,543	115,145	39,914	25.7	9,542	8,072	20,107	19,860	247	579	20,686	1,614	4,210	3,274
Assistant professors	179,705	110,672	47,181	29.9	12,250	9,597	22,067	21,778	289	697	22,764	2,570	7,721	14,131
Instructors	96,267	67,395	23,552	25.9	7,344	7,954	6,078	5,832	246	705	6,783	1,471	3,580	1,740
Lecturers	44,670	32,259	9,149	22.1	2,222	3,136	3,056	3,017	39	156	3,212	579	1,527	1,735
Other faculty	164,720	93,526	37,536	28.6	8,722	8,022	18,208	18,013	195	547	18,755	2,037	6,282	27,376
<b>Males</b>	<b>438,817</b>	<b>294,675</b>	<b>99,321</b>	<b>25.2</b>	<b>19,906</b>	<b>21,879</b>	<b>51,722</b>	<b>51,135</b>	<b>587</b>	<b>1,502</b>	<b>53,224</b>	<b>4,312</b>	<b>13,845</b>	<b>30,976</b>
Professors	122,503	93,511	25,456	21.4	4,211	4,577	15,593	15,469	124	321	15,914	754	2,246	1,290
Associate professors	86,448	60,873	21,214	25.8	4,343	4,269	11,537	11,414	123	284	11,821	781	2,338	2,023
Assistant professors	83,979	50,234	21,432	29.9	4,554	4,489	11,048	10,912	136	280	11,328	1,061	3,787	8,526
Instructors	41,217	29,133	9,576	24.7	2,627	3,498	2,535	2,435	100	322	2,857	594	1,562	946
Lecturers	19,467	14,139	3,739	20.9	948	1,287	1,202	1,190	12	72	1,274	230	712	877
Other faculty	85,203	46,785	17,904	27.7	3,223	3,759	9,807	9,715	92	223	10,030	892	3,200	17,314
<b>Females</b>	<b>397,780</b>	<b>268,934</b>	<b>96,993</b>	<b>26.5</b>	<b>27,571</b>	<b>22,461</b>	<b>39,931</b>	<b>39,303</b>	<b>628</b>	<b>1,764</b>	<b>41,695</b>	<b>5,266</b>	<b>12,810</b>	<b>19,043</b>
Professors	66,189	51,101	13,526	20.9	3,186	2,982	6,544	6,469	75	261	6,805	553	1,089	473
Associate professors	76,095	54,272	18,700	25.6	5,199	3,803	8,570	8,446	124	295	8,865	833	1,872	1,251
Assistant professors	95,726	60,438	25,749	29.9	7,696	5,108	11,019	10,866	153	417	11,436	1,509	3,934	5,605
Instructors	55,050	38,262	13,976	26.8	4,717	4,456	3,543	3,397	146	383	3,926	877	2,018	794
Lecturers	25,203	18,120	5,410	23.0	1,274	1,849	1,854	1,827	27	84	1,938	349	815	858
Other faculty	79,517	46,741	19,632	29.6	5,499	4,263	8,401	8,298	103	324	8,725	1,145	3,082	10,062

\1Race/ethnicity not collected.

\2Combined 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.

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank.

Primarily research and primarily public service faculty, as well as faculty without ranks, appear under "other faculty." Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2019 through Spring 2021 Human Resources component, Fall Staff section. (This table was prepared November 2021.)



**Table 322.20. Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2019-20**

Year and sex	Number of degrees conferred to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1\	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1\
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>															
1976-77\2,3\	917,900	807,688	58,636	18,743	13,793	3,326	---	15,714	100.0	89.5	6.5	2.1	1.5	0.4	---
1980-81\4,5\	934,800	807,319	60,673	21,832	18,794	3,593	---	22,589	100.0	88.5	6.7	2.4	2.1	0.4	---
1990-91	1,094,538	914,093	66,375	37,342	42,529	4,583	---	29,616	100.0	85.8	6.2	3.5	4.0	0.4	---
1999-2000	1,237,875	929,102	108,018	75,063	77,909	8,717	---	39,066	100.0	77.5	9.0	6.3	6.5	0.7	---
2000-01	1,244,171	927,357	111,307	77,745	78,902	9,049	---	39,811	100.0	77.0	9.2	6.5	6.6	0.8	---
2005-06	1,485,104	1,075,471	142,405	107,575	102,371	10,938	---	46,344	100.0	74.7	9.9	7.5	7.1	0.8	---
2006-07	1,524,729	1,100,308	146,767	114,962	105,287	11,463	---	45,942	100.0	74.4	9.9	7.8	7.1	0.8	---
2007-08	1,563,734	1,123,246	152,627	122,770	109,177	11,509	---	44,405	100.0	73.9	10.0	8.1	7.2	0.8	---
2008-09	1,601,399	1,144,628	156,603	129,473	112,581	12,221	---	45,893	100.0	73.6	10.1	8.3	7.2	0.8	---
2009-10	1,649,919	1,167,322	164,789	140,426	117,391	12,405	---	47,586	100.0	72.9	10.3	8.8	7.3	0.8	---
2010-11	1,716,053	1,182,690	172,731	154,450	121,118	11,935	20,589	52,540	100.0	71.1	10.4	9.3	7.3	0.7	1.2
2011-12	1,792,163	1,212,417	185,916	169,736	126,177	11,498	27,234	59,185	100.0	70.0	10.7	9.8	7.3	0.7	1.6
2012-13	1,840,381	1,221,908	191,233	186,677	130,129	11,432	34,128	64,874	100.0	68.8	10.8	10.5	7.3	0.6	1.9
2013-14	1,870,150	1,218,998	191,437	202,425	131,662	10,784	45,422	69,422	100.0	67.7	10.6	11.2	7.3	0.6	2.5
2014-15	1,894,969	1,210,071	192,829	218,098	133,916	10,202	54,215	75,638	100.0	66.5	10.6	12.0	7.4	0.6	3.0
2015-16	1,920,750	1,197,323	194,408	235,190	138,257	9,735	61,584	84,253	100.0	65.2	10.6	12.8	7.5	0.5	3.4
2016-17	1,956,114	1,195,977	196,338	252,203	144,093	9,589	66,532	91,382	100.0	64.1	10.5	13.5	7.7	0.5	3.6
2017-18	1,980,665	1,189,571	195,014	267,070	150,999	9,155	70,632	98,224	100.0	63.2	10.4	14.2	8.0	0.5	3.8
2018-19	2,013,086	1,190,080	196,654	285,024	156,099	9,167	73,665	102,397	100.0	62.3	10.3	14.9	8.2	0.5	3.9
2019-20	2,038,431	1,183,959	197,444	302,615	161,444	9,151	77,619	106,199	100.0	61.3	10.2	15.7	8.4	0.5	4.0
<b>Males</b>															
2019-20	861,263	509,031	70,324	117,211	72,895	3,342	31,620	56,840	100.0	63.3	8.7	14.6	9.1	0.4	3.9
<b>Females</b>															
2019-20	1,177,168	674,928	127,120	185,404	88,549	5,809	45,999	49,359	100.0	59.8	11.3	16.4	7.9	0.5	4.1

total totm totf wm wf bm bf hm hf am af tm tf  
 1,932,232 804,423 1,127,809 509031 674928 70324 127120 117211 185404 76237 94358 31620 45999

---Not available.

\1\Prior to 2010, disaggregated data on students who were of Two or more races were not collected. Students of Two or more races were required to select a single category from among the offered race/ethnicity categories (i.e., White, Black, Hispanic, Asian, and American Indian/Alaska Native).

\2\Excludes 1,121 males whose racial/ethnic group was not available.

\3\Excludes 528 females whose racial/ethnic group was not available.

\4\Excludes 258 males whose racial/ethnic group was not available.

\5\Excludes 82 females whose racial/ethnic group was not available.

NOTE: 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 study, 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. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:91); and IPEDS Fall 2000 through Fall 2020, Completions component. (This table was prepared October 2021.)

**Table 323.20. Master's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2019-20**

Year and sex	Number of degrees conferred to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska	Two or more races\1	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races\1
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>Total</b>															
2019-20	843,449	448,419	92,750	84,555	54,668	3,549	22,133	137,375	100.0	63.5	13.1	12.0	7.7	0.5	3.1
<b>Males</b>															
2019-20	325,664	163,274	27,520	28,597	22,733	1,142	7,883	74,515	100.0	65.0	11.0	11.4	9.1	0.5	3.1
<b>Females</b>															
2019-20	517,785	285,145	65,230	55,958	31,935	2,407	14,250	62,860	100.0	62.7	14.3	12.3	7.0	0.5	3.1
Total	Totm	totf	wm	wf	bm	bf	hm	hf	am	af	tm	tf			
706074	251149	454925	163274	285145	27520	65230	28597	55958	23875	34342	7883	14250			

---Not available.

\1\For years prior to 2010-11, the survey did not yet include the "Two or more races" category, and each student could be counted in only one race category.

\2\Excludes 387 males whose racial/ethnic group was not available.

\3\Excludes 175 females whose racial/ethnic group was not available.

\4\Excludes 1,377 males whose racial/ethnic group was not available.

\5\Excludes 179 females whose racial/ethnic group was not available.

NOTE: Data in this table represent the 50 states and the District of Columbia. 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 study, 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. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:91); and IPEDS Fall 2000 through Fall 2020, Completions component. (This table was prepared September 2021.)

Section 46a-68-85  
Utilization Analysis

## **Section 46a-68-85: UTILIZATION ANALYSIS AND HIRING & PROMOTIONAL GOALS**

### **Subsection (a)**

To determine whether protected classes are fully and fairly utilized, the representation of protected group populations in the workforce shall be compared. The form and format prescribed by the Commission on Human Rights and Opportunities (CHRO) staff, to the availability of such persons for employment. Comparisons between the College's workforce and the availability base calculated in the Availability Analysis Section 46a-68-84 of the Connecticut State Regulations shall be done by occupational category, position classifications employing a significant number of persons and job titles for which a separate base was calculated.

### **Subsection (b)**

For each instance of underutilization identified in the Utilization Analysis, employment goals will be set to increase representation of protected class members in the CSCC Capital-East Region's workforce. The region shall set employment goals for job titles filled through original appointment or promotional appointment. The objective of such goals shall be to attain parity with the availability base for such protected class members.

### **Subsection (c)**

Where the underutilization of race and sex groups, considered individually, does not rise to the level to require a hiring or promotion goal, but where the underutilization of race sex groups, considered collectively is fifty percent (50%) or greater, a goal shall be set based on the race and sex group most underutilized in the occupational category, position classification or job title under consideration or for the race and sex group with the highest availability base.



CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: EEO1 -EXECUTIVE  
 POSITION CLASSIFICATION (25+): All titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	51.9%	48.1%	40.7%	40.7%	7.4%	7.4%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	41.0	59.0	32.0	45.2	3.7	5.8	3.0	4.6	2.1	2.6	0.5	0.7	B	
WORKFORCE NOS.	27	14	13	11	11	2	2	1	0	0	0	0	0	C	
WORKFORCE PARITY NOS.		11.1	15.9	8.6	12.2	1.0	1.6	0.8	1.2	0.6	0.7	0.1	0.2	D	
NET UTILIZATION (+/-)		2.9	-2.9	2.4	-1.2	1.0	0.4	0.2	-1.2	-0.6	-0.7	-0.1	-0.2	E	
PREVIOUS UTILIZATION		-3.4	3.4	-3.5	3.9	0.7	1.9	0.0	-1.4	-0.7	-0.9	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	7	5	2	4	0	0	0	0	1	1	1	0	0	G
	CURRENT PLAN HIRES	4	4	0	3	0	0	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	1	3	0	1	0	0	0	1	1	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O

NOTE:

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

CSCC - Capital -East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital -East Region  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): Professor

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	43.2%	56.8%	32.7%	48.1%	4.9%	4.9%	2.5%	1.2%	3.1%	2.5%	0.0%	0.0%
WORKFORCE PARITY %	100.0	40.0	60.0	34.0	50.0	2.0	2.0	2.0	4.0	2.0	4.0	0.0	0.0
WORKFORCE NOS.	162	70	92	53	78	8	8	4	2	5	4	0	0
WORKFORCE PARITY NOS.		64.8	97.2	55.1	81.0	3.2	3.2	3.2	6.5	3.2	6.5	0.0	0.0
NET UTILIZATION (+/-)		5.2	-5.2	-2.1	-3.0	4.8	4.8	0.8	-4.5	1.8	-2.5	0.0	0.0
PREVIOUS UTILIZATION		16.1	-16.1	0.8	-24.3	5.7	6.7	3.7	-3.5	6.0	4.0	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	28	0	28	0	24	0	0	4	0	0	0	0
	CURRENT PLAN PROMOTIONS	10	1	9	1	9	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	12	3	9	3	1	0	0	5	0	3	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): Associate Professor

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	40.0%	60.0%	34.0%	50.0%	2.0%	2.0%	2.0%	4.0%	2.0%	4.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	31.6	68.4	15.8	50.0	5.3	5.3	5.3	7.9	5.3	5.3	0.0	0.0	B
WORKFORCE NOS.	50	20	30	17	25	1	1	1	2	1	2	0	0	C
WORKFORCE PARITY NOS.		15.8	34.2	7.9	25.0	2.7	2.7	2.7	4.0	2.7	2.7	0.0	0.0	D
NET UTILIZATION (+/-)		4.2	-4.2	9.1	0.0	-1.7	-1.7	-1.7	-2.0	-1.7	-0.7	0.0	0.0	E
PREVIOUS UTILIZATION		-5.8	5.8	2.5	9.7	-0.7	1.0	-2.5	2.0	-5.2	-6.9	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	16	9	7	0	0	1	0	3	0	5	7	0	J
	CURRENT PLAN PROMOTIONS	8	3	5	2	3	0	0	0	0	1	2	0	K
	CURRENT PLAN GOALS	11	6	5	0	0	2	2	2	2	2	1	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE:</b>														

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): Assistant Professor

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	31.6%	68.4%	15.8%	50.0%	5.3%	5.3%	5.3%	7.9%	5.3%	5.3%	0.0%	0.0%	A
WORKFORCE PARITY %	100.1	42.3	57.8	29.5	39.2	6.9	5.1	2.5	6.2	3.1	5.0	0.6	2.4	B
WORKFORCE NOS.	38	12	26	6	19	2	2	2	3	2	2	0	0	C
WORKFORCE PARITY NOS.		16.1	22.0	11.2	14.9	2.6	1.9	1.0	2.4	1.2	1.9	0.2	0.9	D
NET UTILIZATION (+/-)		-4.1	4.0	-5.2	4.1	-0.6	0.1	1.0	0.6	0.8	0.1	-0.2	-0.9	E
PREVIOUS UTILIZATION		-0.1	0.1	-1.1	-0.5	-1.9	-1.2	1.1	-1.1	1.8	2.8	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	5	3	2	1	0	2	1	0	1	0	0	0	G
	CURRENT PLAN HIRES	14	0	14	0	9	0	2	0	3	0	0	0	H
	CURRENT PLAN GOALS	6	5	1	4	0	1	0	0	0	0	0	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	2	1	1	0	1	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	1	0	1	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O
<b>NOTE:</b>														

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): Instructors

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	33.3%	66.7%	16.7%	38.9%	16.7%	5.6%	0.0%	11.1%	0.0%	5.6%	0.0%	5.6%	A
WORKFORCE PARITY %	100.1	45.4	54.7	35.1	40.8	2.6	4.7	3.5	4.1	3.6	4.2	0.7	0.9	B
WORKFORCE NOS.	18	6	12	3	7	3	1	0	2	0	1	0	1	C
WORKFORCE PARITY NOS.		8.2	9.8	6.3	7.3	0.5	0.8	0.6	0.7	0.6	0.8	0.1	0.2	D
NET UTILIZATION (+/-)		-2.2	2.2	-3.3	-0.3	2.5	0.2	-0.6	1.3	-0.6	0.2	-0.1	0.8	E
PREVIOUS UTILIZATION		0.2	-0.2	-0.4	0.3	0.9	-0.2	-0.1	-0.2	-0.1	-0.1	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	17	6	11	3	6	3	1	0	2	0	1	0	H
	CURRENT PLAN GOALS	5	5	0	3	0	0	0	1	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0	K
	CURRENT PLAN GOALS	0	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O

NOTE:

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACI'O

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): Guided Pathways Advisor 1

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	25.5%	74.5%	13.7%	37.3%	9.8%	9.8%	2.0%	23.5%	0.0%	3.9%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.1	30.0	70.1	18.6	45.5	5.1	10.8	4.3	9.9	1.4	2.4	0.8	1.5	B	
WORKFORCE NOS.	51	13	38	7	19	5	5	1	12	0	2	0	0	C	
WORKFORCE PARITY NOS.		15.3	35.8	9.5	23.2	2.6	5.5	2.2	5.0	0.7	1.2	0.4	0.8	D	
NET UTILIZATION (+/-)		-2.3	2.2	-2.5	-4.2	2.4	-0.5	-1.2	7.0	-0.7	0.8	-0.4	-0.8	E	
PREVIOUS UTILIZATION		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	11	5	6	3	4	0	1	1	0	1	0	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	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	0	0	K
	CURRENT PLAN GOALS	0	0	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O

NOTE:

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

CSCC - Capital East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital East Region  
 CATEGORY OR CLASS: Professional Non-Faculty  
 POSITION CLASSIFICATION (25+): All Remaining Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	32.7%	67.3%	22.8%	42.1%	6.4%	8.8%	2.9%	10.5%	0.6%	5.8%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.1	34.1	66.0	24.0	45.2	3.4	8.2	4.6	7.6	1.5	3.7	0.7	1.4	B	
WORKFORCE NOS.	171	56	115	39	72	11	15	5	18	1	10	0	0	C	
WORKFORCE PARITY NOS.		58.3	112.9	41.0	77.3	5.8	14.0	7.9	13.0	2.6	6.3	1.2	2.4	D	
NET UTILIZATION (+/-)		-2.3	2.1	-2.0	-5.3	5.2	1.0	-2.9	5.0	-1.6	3.7	-1.2	-2.4	E	
PREVIOUS UTILIZATION		-2.2	2.2	0.7	-4.7	2.4	2.3	-2.4	3.5	-2.9	1.0	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	16	7	9	0	0	4	2	2	4	1	3	0	0	G
	CURRENT PLAN HIRES*	79	21	58	11	32	7	7	3	16	0	3	0	0	H
	CURRENT PLAN GOALS	15	8	7	2	5	0	0	3	0	2	0	1	2	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	3	2	1	2	1	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O
<b>NOTE:</b>															

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Administrative/Clerical  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	46.2%	0.0%	23.1%	0.0%	30.8%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	13.6	86.4	6.8	61.4	2.4	8.0	1.8	11.8	2.5	2.8	0.1	2.5	B
WORKFORCE NOS.	13	0	13	0	6	0	3	0	4	0	0	0	0	C
WORKFORCE PARITY NOS.		1.8	11.2	0.9	8.0	0.3	1.0	0.2	1.5	0.3	0.4	0.0	0.3	D
NET UTILIZATION (+/-)		-1.8	1.8	-0.9	-2.0	-0.3	2.0	-0.2	2.5	-0.3	-0.4	0.0	-0.3	E
PREVIOUS UTILIZATION		-1.7	1.7	-1.2	-3.4	-0.2	1.2	-0.2	3.3	-0.1	0.6	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	5	2	3	1	3	1	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	1	3	1	2	0	0	0	0	0	1	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0	K
	CURRENT PLAN GOALS	0	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O
NOTE: Collective goal established for 1AF and 1TF (cumulative total is 1.5)														

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



Updated

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Paraprofessional  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Hartford County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	28.6%	0.0%	28.6%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.1	20.9	79.2	13.8	53.4	2.2	9.3	3.4	12.3	1.3	3.2	0.3	1.1	B	
WORKFORCE NOS.	7	0	7	0	2	0	2	0	3	0	0	0	0	C	
WORKFORCE PARITY NOS.		1.5	5.5	1.0	3.7	0.2	0.7	0.2	0.9	0.1	0.2	0.0	0.1	D	
NET UTILIZATION (+/-)		-1.5	1.5	-1.0	-1.7	-0.2	1.3	-0.2	2.1	-0.1	-0.2	0.0	-0.1	E	
PREVIOUS UTILIZATION		-1.1	1.1	-1.3	-1.8	0.7	0.7	-0.3	2.6	-0.2	-0.3	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	4	1	3	1	2	0	0	0	0	0	1	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	2	2	1	2	0	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	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	0	0	K
	CURRENT PLAN GOALS	0	0	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O

NOTE: HM Collective Goal Established

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Skilled Craft Workers  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 1/30/2022  
 LABOR MARKET AREA: Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	97.8	2.2	76.5	1.8	8.2	0.0	11.9	0.4	0.0	0.0	1.3	0.0	B
WORKFORCE NOS.	2	2	0	1	0	1	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		2.0	0.0	1.5	0.0	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		0.0	0.0	-0.5	0.0	0.8	0.0	-0.2	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	-0.1	-0.5	0.0	0.8	0.0	-0.3	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	1	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	0	J
	CURRENT PLAN PROMOTIONS	0	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	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE:</b>														

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

CSCC -Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC -Capital-East Region  
 CATEGORY OR CLASS: Service Maintenance  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Hartford County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	83.3%	16.7%	33.3%	10.0%	20.0%	0.0%	23.3%	6.7%	6.7%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	67.2	32.8	36.2	12.9	7.6	4.3	21.9	14.2	0.4	0.6	1.2	0.8	B	
WORKFORCE NOS.	30	25	5	10	3	6	0	7	2	2	0	0	0	C	
WORKFORCE PARITY NOS.		20.2	9.8	10.9	3.9	2.3	1.3	6.6	4.3	0.1	0.2	0.4	0.2	D	
NET UTILIZATION (+/-)		4.8	-4.8	-0.9	-0.9	3.7	-1.3	0.4	-2.3	1.9	-0.2	-0.4	-0.2	E	
PREVIOUS UTILIZATION		3.3	-3.3	-3.1	-0.8	3.3	-1.5	1.5	-0.8	1.6	-0.2	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	7	3	4	3	1	0	2	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	2	2	0	2	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	2	4	1	1	0	1	0	2	0	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	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	0	0	K
	CURRENT PLAN GOALS	0	0	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O

NOTE: 1TM collective goal established

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

CSCC - Capital-East

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East  
 CATEGORY OR CLASS: Protective Services  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	83.3%	16.7%	50.0%	8.3%	16.7%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	81.1	18.9	50.9	8.3	12.6	4.4	16.2	4.9	0.7	0.3	0.8	1.2
WORKFORCE NOS.	12	10	2	6	1	2	0	2	1	0	0	0	0
WORKFORCE PARITY NOS.		9.7	2.3	6.1	1.0	1.5	0.5	1.9	0.6	0.1	0.0	0.1	0.1
NET UTILIZATION (+/-)		0.3	-0.3	-0.1	0.0	0.5	-0.5	0.1	0.4	-0.1	0.0	-0.1	-0.1
PREVIOUS UTILIZATION		1.7	-1.7	0.5	-0.4	0.7	-1.0	0.7	-0.3	-0.2	-0.1	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	1	0	1	0	0	0	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	0	0	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0
	CURRENT PLAN GOALS	0	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	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
<b>NOTE:</b>													

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Administrative/Clerical  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Middlesex

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	33.3%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	14.2	85.8	8.6	72.6	1.3	4.4	2.0	3.4	2.1	2.5	0.2	3.0	B
WORKFORCE NOS.	3	1	2	1	1	0	0	0	0	0	1	0	0	C
WORKFORCE PARITY NOS.		0.4	2.6	0.3	2.2	0.0	0.1	0.1	0.1	0.1	0.1	0.0	0.1	D
NET UTILIZATION (+/-)		0.6	-0.6	0.7	-1.2	0.0	-0.1	-0.1	-0.1	-0.1	0.9	0.0	-0.1	E
PREVIOUS UTILIZATION		0.6	-0.6	0.7	-1.9	0.0	0.4	0.0	1.0	-0.1	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	1	0	0	H
	CURRENT PLAN GOALS	2	0	2	0	1	0	1	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0	K
	CURRENT PLAN GOALS	0	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O

NOTE: Collective goal established for 1BF

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Paraprofessional  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Middlesex

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.1	21.6	78.5	14.1	60.2	2.5	5.4	2.5	7.9	2.0	4.4	0.6	0.7	B
WORKFORCE NOS.	1	0	1	0	1	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		0.2	0.8	0.1	0.6	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		-0.2	0.2	-0.1	0.4	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		1.6	-1.7	1.8	-1.4	0.0	-0.1	0.0	-0.1	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	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	0	J
	CURRENT PLAN PROMOTIONS	0	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	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: WM Collective Goal Established

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

CSCC - Capital- East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital- East Region  
 CATEGORY OR CLASS: Service Maintenance  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Middlesex

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	71.1	28.9	58.2	20.4	6.1	2.0	6.7	2.4	0.0	2.8	0.2	1.4	B
WORKFORCE NOS.	3	3	0	3	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		2.1	0.9	1.7	0.6	0.2	0.1	0.2	0.1	0.0	0.1	0.0	0.0	D
NET UTILIZATION (+/-)		0.9	-0.9	1.3	-0.6	-0.2	-0.1	-0.2	-0.1	0.0	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION		0.7	-0.7	1.0	-0.6	-0.1	-0.1	-0.1	-0.1	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0	K
	CURRENT PLAN GOALS	0	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O

NOTE:

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Administrative/Clerical  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: New London

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	83.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	14.0	86.0	7.0	73.1	1.5	2.1	2.8	6.5	2.8	2.0	0.0	2.4	B	
WORKFORCE NOS.	6	0	6	0	5	0	0	0	1	0	0	0	0	C	
WORKFORCE PARITY NOS.		0.8	5.2	0.4	4.4	0.1	0.1	0.2	0.4	0.2	0.1	0.0	0.1	D	
NET UTILIZATION (+/-)		-0.8	0.8	-0.4	0.6	-0.1	-0.1	-0.2	0.6	-0.2	-0.1	0.0	-0.1	E	
PREVIOUS UTILIZATION		-0.4	0.4	-0.3	-0.5	-0.1	1.6	-0.1	-0.4	0.0	-0.2	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	0	0	G
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	1	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	1	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	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	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	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: Collective goal established for 1WM

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



CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Paraprofessional  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: New London County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.1	24.9	75.2	17.8	57.1	2.5	4.9	3.3	8.8	1.1	3.3	0.4	1.1	B
WORKFORCE NOS.	1	0	1	0	0	0	1	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		0.2	0.8	0.2	0.6	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		-0.2	0.2	-0.2	-0.6	0.0	1.0	0.0	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		-0.5	0.5	-0.3	0.1	-0.1	0.8	-0.1	-0.2	-0.1	-0.1	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0	K
	CURRENT PLAN GOALS	0	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	0	M
	CURRENT PLAN PROMOTIONS	0	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	0	O

NOTE:

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

CSCC - Capital- East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital- East Region  
 CATEGORY OR CLASS: Service Maintenance  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: New London

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	57.1%	42.9%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A	
WORKFORCE PARITY %	100.0	94.2	5.8	63.6	4.0	3.6	0.0	20.4	1.2	0.2	0.6	6.4	0.0	B	
WORKFORCE NOS.	7	4	3	4	3	0	0	0	0	0	0	0	0	C	
WORKFORCE PARITY NOS.		6.6	0.4	4.5	0.3	0.3	0.0	1.4	0.1	0.0	0.0	0.4	0.0	D	
NET UTILIZATION (+/-)		-2.6	2.6	-0.5	2.7	-0.3	0.0	-1.4	-0.1	0.0	0.0	-0.4	0.0	E	
PREVIOUS UTILIZATION		-1.1	1.1	0.4	2.1	-0.7	-0.3	-0.5	-0.5	-0.3	-0.3	0.0	0.0	F	
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	4	3	1	0	0	1	0	1	1	1	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	3	3	0	1	0	0	0	1	0	0	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	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	0	0	K
	CURRENT PLAN GOALS	0	0	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	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	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	0	0	O

NOTE: TM Collective Goal Established

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

CSCC - Capital-East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital-East Region  
 CATEGORY OR CLASS: Administrative/Clerical  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Windham

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %	100.0	11.6	88.4	5.9	71.0	1.0	1.0	1.3	13.4	1.9	1.6	1.6	1.6	B
WORKFORCE NOS.	1	0	1	0	1	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.		0.1	0.9	0.1	0.7	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)		-0.1	0.1	-0.1	0.3	0.0	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION		0.0	0.0	0.0	0.2	0.0	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	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	0	J
	CURRENT PLAN PROMOTIONS	0	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	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	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	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	O

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

CSCC - Capital- East Region

UTILIZATION ANALYSIS

AGENCY: CSCC - Capital- East Region  
 CATEGORY OR CLASS: Service Maintenance  
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 7/1/2022  
 LABOR MARKET AREA: Windham

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	75.0%	25.0%	62.5%	25.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	89.3	10.7	71.8	9.3	0.0	0.0	16.2	1.4	0.0	0.0	1.3	0.0
WORKFORCE NOS.	8	6	2	5	2	0	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.		7.1	0.9	5.7	0.7	0.0	0.0	1.3	0.1	0.0	0.0	0.1	0.0
NET UTILIZATION (+/-)		-1.1	1.1	-0.7	1.3	0.0	0.0	-0.3	-0.1	0.0	0.0	-0.1	0.0
PREVIOUS UTILIZATION		-0.3	0.3	-0.5	1.1	-0.1	0.0	0.4	-0.6	-0.1	-0.2	0.0	0.0
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	1	0	0	0	1	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	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	0
	CURRENT PLAN GOALS	0	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	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: HM Collective Goal Established

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

Section 46a-68-86  
Employment Analyses

## Section 46a-68-86: EMPLOYMENT ANALYSES

The CSCC Capital-East Region has undertaken a comprehensive review of the employment activity during the reporting period to identify policies and practices that perpetuate or build in barriers to equal employment. The agency has conducted the following analyses to ensure compliance with the regulations:

- 1) The Region shall conduct a separate analysis for any occupational category or position classification for which a separate availability base has been calculated and employment activity has occurred during the reporting period through hire, termination or other personnel activity.
- 2) Appointments to job titles shall be further analyzed. The applicant flow analysis shall track applicants through the hiring or promotional process to identify the step at which they were no longer candidates for employment. Information shall be provided as required for reductions in workforce.
- 3) Each agency shall further provide information by occupational category on all matters involving personnel evaluations, discipline or other reductions in workforce.

As this is a new regional affirmative action plan, there are no performance evaluations included with this submission. Each of the five campuses previously submitted AA Plans with this information and this element was found to be in compliance. All future submissions will include the available performance appraisal data for the region.

Additionally, as there are no increases to report in Goals Analysis, there will be no data reported in the Applicant Flow Analyses. These too will be included in all future filings.

The included charts reflect the Region's analyses of these elements. The included applicant flow analyses and performance appraisal analyses reflect no transactions and serve as a placeholder for future filings.

**CSCC - Capital-East Region**  
**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Executive

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All titles

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	27	14	13	11	11	2	2	1	0	0	0	0	0
Workforce Number Prior Filing	33	11	22	8	18	2	4	1	0	0	0	0	0
Net Change(+or-)	-6	3	-9	3	-7	0	-2	0	0	0	0	0	0
Hires (including PT to FT)	4	4	0	3	0	0	0	1	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	1	0	1	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Adjustment (Sex Correction)	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction*	3	2	1	2	1	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	1	0	1	0	1	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	5	2	3	1	2	0	1	1	0	0	0	0	0
RETIREMENTS	7	1	6	1	5	0	1	0	0	0	0	0	0
TRANSFER OUTSIDE OF REGION WITHIN CSCU	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>14</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

\*2 White males and 1 White Female employees were erroneously categorized as part time employee in previous plan.

**CSCC - Capital -East Region**  
**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY:

Faculty

DATE:

July 1, 2022

POSITION OR POSITION CLASSIFICATION:

Professor

LABOR MARKET AREA:

Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	162	70	92	53	78	8	8	4	2	5	4	0	0
Workforce Number Prior Filing	181	82	99	60	82	9	10	7	3	6	4	0	0
Net Change(+or-)	-19	-12	-7	-7	-4	-1	-2	-3	-1	-1	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	10	1	9	1	9	0	0	0	0	0	0	0	0
DEMOTION INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction*	2	0	2	0	2	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>12</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	30	13	17	8	14	1	2	3	1	1	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Race modification	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>31</b>	<b>13</b>	<b>18</b>	<b>8</b>	<b>15</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES: 2WF not included in prev plan due to serving in temp svc in another location.**



**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Associate Professor  
**LABOR MARKET AREA:** Statewide/National

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	50	20	30	17	25	1	1	1	2	1	2	0	0
Workforce Number Prior Filing	55	20	35	18	32	1	1	1	2	0	0	0	0
Net Change(+or-)	-5	0	-5	-1	-7	0	0	0	0	1	2	0	0
Hires (including PT to FT)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	8	3	5	2	3	0	0	0	0	1	2	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New Plan (Combined MCC,QVCC,CCC, TRCC, MXCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	10	1	9	1	9	0	0	0	0	0	0	0	0
RESIGNATIONS	2	1	1	1	1	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>13</b>	<b>3</b>	<b>10</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Faculty  
 POSITION OR POSITION CLASSIFICATION: Assistant Professor  
 LABOR MARKET AREA: Statewide/National

DATE: July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	38	12	26	6	19	2	2	2	3	2	2	0	0
Workforce Number Prior Filing	32	15	17	9	13	1	0	2	0	3	4	0	0
Net Change(+or-)	6	-3	9	-3	6	1	2	0	3	-1	-2	0	0
Hires (including PT to FT)	14	0	14	0	9	0	2	0	3	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	1	1	0	1	1	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
<b>TOTAL INCREASES</b>	<b>16</b>	<b>1</b>	<b>15</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	7	2	5	1	3	0	0	0	0	1	2	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	2	1	2	1	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>10</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:**

Faculty

**DATE:**

July 1, 2022

**POSITION OR POSITION CLASSIFICATION:**

Instructors

**LABOR MARKET AREA:**

Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	6	12	3	7	3	1	0	2	0	1	0	1
Workforce Number Prior Filing	4	2	2	1	2	1	0	0	0	0	0	0	0
Net Change(+or-)	14	4	10	2	5	2	1	0	2	0	1	0	1
Hires (including PT to FT)	17	6	11	3	6	3	1	0	2	0	1	0	1
PROMO INTO CATEGORY / CLASS	0	0	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
New AA Plan (Combined HCC, NCC, GWCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	2	1	1	0	1	1	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Professional Non-Faculty

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Remaining Titles

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	171	56	115	39	72	11	15	5	18	1	10	0	0
Workforce Number Prior Filing	169	59	110	45	68	9	16	4	16	1	10	0	0
Net Change(+or-)	2	-3	5	-6	4	2	-1	1	2	0	0	0	0
HIRES (incl. Pt to Ft)	79	21	58	11	32	7	7	3	16	0	3	0	0
PROMO INTO CATEGORY / CLASS	3	2	1	2	1	0	0	0	0	0	0	0	0
TRANSFER IN FROM ANOTHER CAMPUS	0	0	0	0	0	0	0	0	0	0	0	0	0
DATA Correction*	1	1	0	0	0	1	0	0	0	0	0	0	0
DATA Correction**	6	1	5	0	5	1	0	0	0	0	0	0	0
DATA Correction***	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>90</b>	<b>26</b>	<b>64</b>	<b>14</b>	<b>38</b>	<b>9</b>	<b>7</b>	<b>3</b>	<b>16</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0	0	0
RESIGNATIONS	10	3	7	3	5	0	1	0	1	0	0	0	0
RETIREMENTS	21	12	9	9	8	2	0	1	0	0	1	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF REGION (Different AA Plan)	5	1	4	1	1	0	2	0	1	0	0	0	0
NEW CATEGORY (GPA 1 - 25 OR MORE)	51	13	38	7	19	5	5	1	12	0	2	0	0
<b>TOTAL REDUCTIONS</b>	<b>88</b>	<b>29</b>	<b>59</b>	<b>20</b>	<b>34</b>	<b>7</b>	<b>8</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**Note:**  
 \*Employee counted as paraprofessional erroneously in previous submission  
 \*\*Employees were erroneously omitted from previous submission (e.g., serving as a special appointment temporarily).  
 \*\*\*Employee was erroneously counted as PT in the previous AA plan and should have been FT - this is adjusted in this submission.

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Professional Non-Faculty  
 POSITION OR POSITION CLASSIFICATION: Guided Pathways Advisor 1  
 LABOR MARKET AREA: Statewide/National

DATE: July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	51	13	38	7	19	5	5	1	12	0	2	0	0
Workforce Number Prior Filing	4	1	3	0	0	1	1	0	2	0	0	0	0
Net Change(+or-)	47	12	35	7	19	4	4	1	10	0	2	0	0
HIRES (incl. Pt to Ft)	0	0	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	0	0
NEW CATEGORY (GPA 1 - 25 OR MORE)	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LAYOFF	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF REGION	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**Note:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	13	0	13	0	6	0	3	0	4	0	0	0	0
Workforce Number Prior Filing	22	0	22	0	11	0	4	0	6	0	1	0	0
Net Change(+or-)	-9	0	-9	0	-5	0	-1	0	-2	0	-1	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan(Combined MXCC,CCC, MCC, TRCC, QVCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction	1	0	1	0	0	0	1	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	1	0	1	0	0	0	0	0	1	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	4	0	4	0	2	0	2	0	0	0	0	0	0
TRANSFER OUT TO OTHER REGION	0	0	0	0	0	0	0	0	0	0	0	0	0
Deceased	2	0	2	0	1	0	0	0	1	0	0	0	0
Transfer Within Region to new LMA	1	0	1	0	0	0	0	0	0	0	1	0	0
<b>TOTAL REDUCTIONS</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES: BF erroneously omitted from previous AA Plan submission.**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Hartford County

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	7	0	7	0	2	0	2	0	3	0	0	0	0
Workforce Number Prior Filing	11	1	10	0	4	1	2	0	4	0	0	0	0
Net Change(+or-)	-4	-1	-3	0	-2	-1	0	0	-1	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	0	0	1	0	0	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0	0	0
Data Correction*	1	1	0	0	0	1	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES: WM erroneously counted as Paraprofessional in previous plan, now accounted for in Professional Non-Faculty**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Hartford

**DATE:** January 30, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	2	2	0	1	0	1	0	0	0	0	0	0	0
Workforce Number Prior Filing	2	2	0	1	0	1	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	1	1	0	1	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**



**CSCC -Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Hartford County

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	30	25	5	10	3	6	0	7	2	2	0	0	0
Workforce Number Prior Filing	29	24	5	9	3	6	0	7	2	2	0	0	0
Net Change(+or-)	1	1	0	1	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	2	2	0	2	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Protective Services  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Hartford

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	12	10	2	6	1	2	0	2	1	0	0	0	0
Workforce Number Prior Filing	13	11	2	7	1	2	0	2	1	0	0	0	0
Net Change(+or-)	-1	-1	0	-1	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	1	1	0	1	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Middlesex

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	3	1	2	1	1	0	0	0	0	0	1	0	0
Workforce Number Prior Filing	6	1	5	1	3	0	1	0	1	0	0	0	0
Net Change(+or-)	-3	0	-3	0	-2	0	-1	0	-1	0	1	0	0
Hires (including PT to FT)	1	0	1	0	0	0	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
New AA Plan(Combined MXCC,CCC, MCC, TRCC, QVCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	0	3	0	2	0	1	0	0	0	0	0	0
TRANSFER OUT TO OTHER REGION	1	0	1	0	0	0	0	0	1	0	0	0	0
Deceased	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Paraprofessional  
 POSITION OR POSITION CLASSIFICATION: All Titles  
 LABOR MARKET AREA: Middlesex

DATE: July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	2	0	2	0	1	0	0	0	0	0	1	0	0
Workforce Number Prior Filing	2	2	0	2	0	0	0	0	0	0	0	0	0
Net Change(+or-)	0	-2	1	-2	1	0	0	0	0	0	0	0	0
Hires (including PT to FT)	1	0	1	0	1	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Out - Consolidation to SO	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital- East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Middlesex

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	3	3	0	3	0	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	3	3	0	3	0	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: New London

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	6	0	6	0	5	0	0	0	1	0	0	0	0
Workforce Number Prior Filing	8	0	8	0	6	0	2	0	0	0	0	0	0
Net Change(+or-)	-2	0	-2	0	-1	0	-2	0	1	0	0	0	0
Hires (including PT to FT)	1	0	1	0	0	0	0	0	1	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	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
New AA Plan(Combined MXCC,CCC, MCC, TRCC, QVCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	3	0	3	0	1	0	2	0	0	0	0	0	0
TRANSFER OUT TO OTHER REGION	0	0	0	0	0	0	0	0	0	0	0	0	0
Deceased	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Paraprofessional

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: New London County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	1	0	1	0	0	0	1	0	0	0	0	0	0
Workforce Number Prior Filing	3	0	3	0	2	0	1	0	0	0	0	0	0
Net Change(+or-)	-2	0	-2	0	-2	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	2	0	2	0	2	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital- East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** New London

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	7	4	3	4	3	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	9	5	4	5	4	0	0	0	0	0	0	0	0
Net Change(+or-)	-2	-1	-1	-1	-1	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**



**CSCC - Capital-East Region**

**EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Administrative/Clerical

DATE: July 1, 2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Windham

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	1	0	1	0	1	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	1	0	1	0	1	0	0	0	0	0	0	0	0
Net Change(+or-)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
New AA Plan(Combined MXCC,CCC, MCC, TRCC, QVCC)	0	0	0	0	0	0	0	0	0	0	0	0	0
Data correction	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT TO OTHER REGION	0	0	0	0	0	0	0	0	0	0	0	0	0
Deceased	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital- East Region**

**EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LABOR MARKET AREA:** Windham

**DATE:** July 1, 2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	8	6	2	5	2	0	0	1	0	0	0	0	0
Workforce Number Prior Filing	9	6	3	5	3	0	0	1	0	0	0	0	0
Net Change(+or-)	-1	0	-1	0	-1	0	0	0	0	0	0	0	0
Hires (including PT to FT)	0	0	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	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Correction*	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL INCREASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
TERMINATION/NON-RENEWAL	0	0	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	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL REDUCTIONS</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

**NOTES:**

**CSCC - Capital-East Region  
APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:**           **Executive**  
**POSITION OR POSITION CLASSIFICATION:**   **All titles**  
**LOCATION:**                               **Statewide/National**

**DATE: July 1, 2022**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	4	4	0	4	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	89	43	39	28	17	5	13	4	4	1	2	1	2	4	1	7	F
<b>TOTAL APPLICANTS</b>	<b>93</b>	<b>47</b>	<b>39</b>	<b>32</b>	<b>17</b>	<b>5</b>	<b>13</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	55	20	31	11	11	3	12	3	4	0	1	1	2	2	1	4	H
TOTAL QUALIFIED APPLICANTS	<b>38</b>	<b>27</b>	<b>8</b>	<b>21</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>I</b>
WITHDRAWAL	5	3	2	0	1	2	0	0	0	0	1	0	0	1	0	0	L
TOTAL INTERVIEWED	26	19	5	17	4	0	1	1	0	0	0	0	0	1	0	2	O
Not offered Position	22	15	5	14	4	0	1	0	0	0	0	0	0	1	0	2	P
Offered Position	4	4	0	3	0	0	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	0	0	R
TOTAL ACCESSIONS*	4	4	0	3	0	0	0	1	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.

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

**CSCC - Capital-East Region  
APPLICANT FLOW ANALYSIS - PROMO**

**OCCUPATIONAL CATEGORY:**                    **Executive**  
**POSITION OR POSITION CLASSIFICATION:**   **All titles**  
**LOCATION:**                                        **Statewide/National**

**DATE: July 1, 2022**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	2	1	1	1	1	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	15	11	4	4	1	0	0	1	1	0	0	0	0	6	2	0	F
<b>TOTAL APPLICANTS</b>	<b>17</b>	<b>12</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>13</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>H</b>
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>TOTAL INTERVIEWED</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	3	1	2	1	1	0	0	0	1	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital -East Region**  
**APPLICANT FLOW ANALYSIS - HIRES**  
There are no hires into this category

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	WHITE		BLACK		C		NPI*		MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital -East Region**  
**APPLICANT FLOW ANALYSIS - PROMOTIONS**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	12	1	11	1	11	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>12</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>10</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	10	1	9	1	9	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	0	0	P
Offered Position	10	1	9	1	9	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>10</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires during the reporting period

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Associate Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
APPLICANT FLOW ANALYSIS - PROMOTIONS**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Associate Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0	A
Outside agency	0	0	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	0	0	C
Cert. Employment List	0	0	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	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
<b>TOTAL APPLICANTS</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>TOTAL INTERVIEWED</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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



**CSCC - Capital-East Region  
APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Assistant Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	19	2	17	0	12	1	2	0	3	0	0	0	0	1	0	0	A
Outside agency	0	0	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	0	0	C
Cert. Employment List	0	0	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	0	0	E
Other Applicants	126	37	83	20	54	4	3	3	2	5	3	2	0	3	21	6	F
<b>TOTAL APPLICANTS</b>	<b>145</b>	<b>39</b>	<b>100</b>	<b>20</b>	<b>66</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>21</b>	<b>6</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>67</b>	<b>15</b>	<b>50</b>	<b>5</b>	<b>32</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>H</b>
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>78</b>	<b>24</b>	<b>50</b>	<b>15</b>	<b>34</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>I</b>
WITHDRAWAL	9	0	9	0	5	0	0	0	1	0	0	0	0	0	3	0	L
<b>TOTAL INTERVIEWED</b>	<b>47</b>	<b>6</b>	<b>38</b>	<b>2</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>O</b>
Not offered Position	33	6	24	2	18	1	0	0	0	1	2	1	0	1	4	3	P
Offered Position	14	0	14	0	9	0	2	0	3	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>14</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region**  
**APPLICANT FLOW ANALYSIS - PROMOTIONS**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Assistant Professor  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	2	1	1	0	1	1	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	2	1	1	0	1	1	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	0	0	P
Offered Position	2	1	1	0	1	1	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region**  
**APPLICANT FLOW ANALYSIS - HIRES - Non-examined**

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Instructors  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	29	7	20	4	13	2	0	0	2	0	3	1	1	0	1	2	A
Outside agency	0	0	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	0	0	C
Cert. Employment List	0	0	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	0	0	E
Other Applicants	774	317	389	236	275	16	26	18	13	16	38	7	9	24	28	68	F
<b>TOTAL APPLICANTS</b>	<b>803</b>	<b>324</b>	<b>409</b>	<b>240</b>	<b>288</b>	<b>18</b>	<b>26</b>	<b>18</b>	<b>15</b>	<b>16</b>	<b>41</b>	<b>8</b>	<b>10</b>	<b>24</b>	<b>29</b>	<b>70</b>	G
<b>TOTAL REJECTED APPLICANTS</b>	<b>342</b>	<b>133</b>	<b>176</b>	<b>98</b>	<b>126</b>	<b>5</b>	<b>12</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>13</b>	<b>2</b>	<b>4</b>	<b>13</b>	<b>14</b>	<b>33</b>	H
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>461</b>	<b>191</b>	<b>233</b>	<b>142</b>	<b>162</b>	<b>13</b>	<b>14</b>	<b>7</b>	<b>8</b>	<b>12</b>	<b>28</b>	<b>6</b>	<b>6</b>	<b>11</b>	<b>15</b>	<b>37</b>	I
WITHDRAWAL	18	5	13	2	9	0	0	0	1	1	3	1	0	1	0	0	L
<b>TOTAL INTERVIEWED</b>	<b>139</b>	<b>55</b>	<b>72</b>	<b>42</b>	<b>47</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>12</b>	O
Not offered Position	122	49	61	39	41	6	4	0	1	2	6	2	2	0	7	12	P
Offered Position	17	6	11	3	6	3	1	0	2	0	1	0	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - PROMOTIONS**

THERE WERE NO PROMOTIONS IN THIS CATEGORY

**OCCUPATIONAL CATEGORY:** Faculty  
**POSITION OR POSITION CLASSIFICATION:** Instructors  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital East Region  
APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:** Professional Non-Faculty  
**POSITION OR POSITION CLASSIFICATION:** All Remaining Titles  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	50	10	40	7	21	1	4	1	6	0	3	0	1	1	5	0	A
Outside agency	0	0	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	0	0	C
Cert. Employment List	0	0	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	0	0	E
Other Applicants	1541	406	1024	235	612	79	144	38	97	6	27	18	35	30	109	111	F
<b>TOTAL APPLICANTS</b>	<b>1591</b>	<b>416</b>	<b>1064</b>	<b>242</b>	<b>633</b>	<b>80</b>	<b>148</b>	<b>39</b>	<b>103</b>	<b>6</b>	<b>30</b>	<b>18</b>	<b>36</b>	<b>31</b>	<b>114</b>	<b>111</b>	G
TOTAL REJECTED APPLICANTS	1006	259	681	155	407	51	100	23	58	4	18	10	26	16	72	66	H
TOTAL QUALIFIED APPLICANTS	585	157	383	87	226	29	48	16	45	2	12	8	10	15	42	45	I
WITHDRAWAL	27	2	22	0	12	0	2	2	5	0	1	0	1	0	1	3	L
TOTAL INTERVIEWED	406	111	267	60	155	25	36	9	32	0	8	6	7	11	29	28	O
Not offered Position	325	90	207	49	121	18	29	6	16	0	5	6	7	11	29	28	P
Offered Position	81	21	60	11	34	7	7	3	16	0	3	0	0	0	0	0	Q
Refused Position	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	79	21	58	11	32	7	7	3	16	0	3	0	0	0	0	0	S

2

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

**CSCC - Capital East Region**  
**APPLICANT FLOW ANALYSIS - Promotions - Non-examined**

**OCCUPATIONAL CATEGORY:** Professional Non-Faculty  
**POSITION OR POSITION CLASSIFICATION:** All Remaining Titles  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	3	2	1	2	1	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	21	19	2	17	1	1	0	0	0	0	0	0	0	1	1	0	F
<b>TOTAL APPLICANTS</b>	<b>24</b>	<b>21</b>	<b>3</b>	<b>19</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	G
TOTAL REJECTED APPLICANTS	5	3	2	3	1	0	0	0	0	0	0	0	0	0	1	0	H
TOTAL QUALIFIED APPLICANTS	19	18	1	16	1	1	0	0	0	0	0	0	0	1	0	0	I
WITHDRAWAL	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	7	6	1	6	1	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	4	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	3	2	1	2	1	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires as this is a new category (25+)

**OCCUPATIONAL CATEGORY:**  
**POSITION OR POSITION CLASSIFICATION:**  
**LOCATION:**

**Professional Non-Faculty**  
**Guided Pathways Advisor 1**  
**Statewide/National**

**DATE: July 1, 2022**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>H</b>
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>WITHDRAWAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>L</b>
<b>TOTAL INTERVIEWED</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	0	0	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	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.  
 \*WM total offered was 4WM (2 hires, 1 refusal of offer, and 1 promotion). This hires applicant flow does not account for the promotion that occurred in the guided pathways search. This singular promotion is accounted for on the promotions applicant flow chart. Summary - the total applicant pool is 743+1 = 744

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

**CSCC - Capital-East Region**  
**APPLICANT FLOW ANALYSIS - HIRES - Non-examined**

There were no promotions as this is a new category (25+)

**OCCUPATIONAL CATEGORY:** Professional Non-Faculty  
**POSITION OR POSITION CLASSIFICATION:** Guided Pathways Advisor 1  
**LOCATION:** Statewide/National

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	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	0	0	I
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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



**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

there were no hires during the reporting period

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	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	0	0	I
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

There were no hires during the reporting period

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>H</b>
<b>WITHDRAWAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>L</b>
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>TOTAL INTERVIEWED</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	0	0	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	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** January 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	9	9	0	7	0	0	0	0	0	0	0	2	0	0	0	0	F
<b>TOTAL APPLICANTS</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	5	5	0	4	0	0	0	0	0	0	0	1	0	0	0	0	H
WTIHDRAWAL	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	1	1	0	1	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	0	0	P
Offered Position	1	1	0	1	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
APPLICANT FLOW ANALYSIS PROMOTIONS**

There were no promotions during the reporting period.

**OCCUPATIONAL CATEGORY:** Skilled Craft Workers  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** January 30, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC -Capital-East Region  
APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	1	1	0	1	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	51	48	3	30	2	10	0	0	0	2	1	4	0	2	0	0	F
<b>TOTAL APPLICANTS</b>	<b>52</b>	<b>49</b>	<b>3</b>	<b>31</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>52</b>	<b>49</b>	<b>3</b>	<b>31</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	14	13	1	9	1	3	0	0	0	1	0	0	0	0	0	0	O
Not offered Position	12	11	1	7	1	3	0	0	0	1	0	0	0	0	0	0	P
Offered Position	2	2	0	2	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC -Capital-East Region**  
**APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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



**CSCC - Capital-East**  
**APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Protective Services  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	F
<b>TOTAL APPLICANTS</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	L
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	P
Not offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	Q
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	R
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	

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.

**CSCC - Capital-East**  
**APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Protective Services  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Middlesex

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	168	14	154	10	103	3	21	0	0	0	3	0	10	1	17	0	F
<b>TOTAL APPLICANTS</b>	<b>168</b>	<b>14</b>	<b>154</b>	<b>10</b>	<b>103</b>	<b>3</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>17</b>	<b>0</b>	G
TOTAL REJECTED APPLICANTS	154	12	142	8	95	3	18	0	0	0	2	0	10	1	17	0	H
TOTAL QUALIFIED APPLICANTS	14	2	12	2	8	0	3	0	0	0	1	0	0	0	0	0	I
WITHDRAWAL	5	0	5	0	3	0	2	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	9	2	7	2	5	0	1	0	0	0	1	0	0	0	0	0	O
Not offered Position	8	2	6	2	5	0	1	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Middlesex

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Middlesex

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	35	9	26	7	14	1	1	0	2	0	2	0	0	1	7	0	F
<b>TOTAL APPLICANTS</b>	<b>35</b>	<b>9</b>	<b>26</b>	<b>7</b>	<b>14</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>G</b>
<b>TOTAL REJECTED APPLICANTS</b>	<b>30</b>	<b>8</b>	<b>22</b>	<b>6</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>H</b>
WTIHDRAWAL	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
<b>TOTAL INTERVIEWED</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>O</b>
Not offered Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	0	1	0	1	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Middlesex

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital- East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Middlesex

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	179	27	152	18	100	4	16	2	15	2	9	0	9	1	3	0	F
<b>TOTAL APPLICANTS</b>	<b>179</b>	<b>27</b>	<b>152</b>	<b>18</b>	<b>100</b>	<b>4</b>	<b>16</b>	<b>2</b>	<b>15</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	123	20	103	14	70	2	7	1	11	2	6	0	7	1	2	0	H
TOTAL QUALIFIED APPLICANTS	56	7	49	4	30	2	9	1	4	0	3	0	2	0	1	0	I
WITHDRAWAL	4	0	4	0	2	0	2	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	8	0	8	0	6	0	0	0	1	0	0	0	1	0	0	0	O
Not offered Position	7	0	7	0	6	0	0	0	0	0	0	0	1	0	0	0	P
Offered Position	1	0	1	0	0	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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



**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Administrative/Clerical **DATE:** July 1, 2022  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London County

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital- East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital- East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** New London

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

there were no hired during the reporting period.

**OCCUPATIONAL CATEGORY:** Administrative/Clerical  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Windham

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	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	0	0	I
WITHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital-East Region**  
**APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS INTO THIS CATEGORY DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:**

**Administrative/Clerical**

**DATE: July 1, 2022**

**POSITION OR POSITION CLASSIFICATION:**

**All Titles**

**LOCATION:**

**Windham**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**CSCC - Capital- East Region  
 APPLICANT FLOW ANALYSIS - HIRES**

THERE WERE NO HIRES DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Windham

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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



**CSCC - Capital- East Region  
 APPLICANT FLOW ANALYSIS PROMOTIONS**

THERE WERE NO PROMOTIONS DURING THE REPORTING PERIOD

**OCCUPATIONAL CATEGORY:** Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Windham

**DATE:** July 1, 2022

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKN	
Intra-agency	0	0	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	0	0	B
Reemployment List	0	0	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	0	0	D
Transfer List	0	0	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	0	0	F
<b>TOTAL APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>G</b>
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
WTIHDRAWAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
<b>TOTAL QUALIFIED APPLICANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>I</b>
TOTAL INTERVIEWED	0	0	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	0	0	P
Offered Position	0	0	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	0	0	R
<b>TOTAL ACCESSIONS*</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>S</b>

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.

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

**OCCUPATIONAL CATEGORY: EXECUTIVE/ADMINISTRATIVE/MANAGERIAL**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance	0	0	0								
Exceeded Performance Reqs/Exceeds Expectations	3	2	1	1	1	1					
Met Performance Reqs/Meets Expectations	0	0	0								
Failed To Meet Perf Reqs/Doesn't Meet Expectations	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

**OCCUPATIONAL CATEGORY: FACULTY**

**All Categories**

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
<i>Satisfactory</i>	23	4	19	3	13	1	1		4		1
<i>Adequate, but needs improvement</i>	0	0	0								
<i>Unsatisfactory</i>	0	0	0								
COUNSELING	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

\* faculty are evaluated at 1, 3, and 5 year intervals based on time of hire and once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers as majority of faculty have tenure.

**OCCUPATIONAL CATEGORY: PROFESSIONAL NON-FACULTY**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance/Excellent	0	0	0								
Exceeds Expectations	0	0	0								
Meets Expectations/Good	25	8	17	8	14				1		2
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
COUNSELING	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

\* Professional bargaining staff are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers.

**OCCUPATIONAL CATEGORY: TECHNICAL/PARAPROFESSIONAL**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Exceptional Performance/Excellent	0	0	0								
Exceeds Expectations	0	0	0								
Meets Expectations/Good	7	0	7	0	2	0	2	0	2	0	1
Fair	0	0	0								
Does not Meet Expectations/Poor	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

\*Bargaining unit members in CCCC and AFT contracts are evaluated at 5 year intervals once tenure is achieved; as such numbers will fluctuate and curve lower than workforce numbers

**OCCUPATIONAL CATEGORY: SECRETARIAL/CLERICAL**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL MALE	TL FEM	WM	WF	BM	BF	HM	HF	OM	OF
SERVICE RATING											
Excellent	0	0	0								
Very Good	0	0	0								
Good	23	1	22	1	13	0	3	0	5	0	1
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

**OCCUPATIONAL CATEGORY: PROTECTIVE SERVICE**

All in Category

September 30, 2020

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL		WM	WF	BM	BF	HM	HF	OM	OF
		MALE	FEM								
SERVICE RATING											
Excellent	0	0	0								
Good	0	0	0								
Satisfactory	12	10	2	6	1	2	0	2	1		
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

**OCCUPATIONAL CATEGORY: SKILLED CRAFT WORKERS**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL		WM	WF	BM	BF	HM	HF	OM	OF
		MALE	FEM								
SERVICE RATING											
Excellent	0	0	0								
Good	1	1	0			1					
Satisfactory	0	0	0								
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								



**OCCUPATIONAL CATEGORY: SERVICE MAINTENANCE**

All in Category

September 30, 2021

PERSONNEL EVALUATION ANALYSIS	TOTAL	TL		WM	WF	BM	BF	HM	HF	OM	OF
		MALE	FEM								
SERVICE RATING											
Excellent	0	0	0								
Good	0	0	0								
Satisfactory	48	38	10	22	8	6	0	8	2	2	0
Fair	0	0	0								
Unsatisfactory	0	0	0								
REPRIMANDS	0	0	0								
SUSPENSIONS	0	0	0								
DEMOTIONS											
Within Occ Category	0	0	0								
Lower Occ Category	0	0	0								
TRANSFERS											
Intra-agency	0	0	0								
Outside Agency	0	0	0								

Section 46a-68-87  
Identification of Problem  
Areas

## **Section 46a-68-87: IDENTIFICATION OF PROBLEM AREAS**

Each of the following items were examined by the EEO Center of Excellence (COE) and specifically the Manager of Equal Employment Opportunity in conjunction with Human Resource and Regional leadership to identify any non-quantifiable aspects of the employment process which may impede or prevent the full and fair participation of protected race/sex group members in the employment process:

**Employment Applications:** The CSCC Capital East Region utilizes the Department of Administrative Services (DAS) JobApps System to fill all classified positions. This is an electronic application and does not allow for any additional paperwork to be downloaded like transcripts or copies of the last two (2) performance appraisals. The majority of positions filled within the region are unclassified positions. The CSCC utilizes JAZZHR, an online recruitment tool, for unclassified positions. JAZZHR allows for applicants to submit all necessary application materials and allows for the search process to be well documented. There is no barrier identified.

**Job Qualifications:** The CSCC Capital East Region uses the qualifications for classified positions as defined by the Department of Administrative Services (DAS). The CSCC Capital East Region uses the minimum qualifications and at times preferred qualifications for unclassified positions as defined by the Connecticut State Colleges and Universities (CSCU) System. Neither set of qualifications is known to impede or prevent the full and fair participation of protected race/sex group members in the employment process. The Job Qualifications do not demonstrate any barrier to the full and fair participation of protected race/sex group members in the employment process.

**Job Specifications:** The specifications for classified positions are defined by the Department of Administrative Services (DAS). The CSCC Capital East Region develops job specifications prior to its recruitment activity for unclassified positions. The hiring manager and/or Deans meet with the HR Director of Talent and Recruitment as well as the Human Resources Compensation and Classification Specialist to review job specifications and determines the essential functions of the position to assure they are job related. These are then reviewed by Equal Employment Opportunity. The Job Specifications do not demonstrate any barrier to the full and fair participation of protected race/sex group members in the employment process.

**Recruitment Practices:** The CSCC Capital East Region follows the recruitment guidelines established by the Department of Administrative Services (DAS) for classified employment. For unclassified employment, the Region follows the guidelines for recruitment practices established by the Connecticut State Colleges and Universities (CSCU) System and the CT State Community College (CSCC) System. The Region continually builds relationships with local organizations and with other recruitment sources locally and nationally. Additionally, the Talent and Recruitment Center of Excellence (HR) continually identifies viable recruitment sources for all unclassified positions. As a result of these efforts, nearly all recruitments have diverse and goal candidates within their pools.

The EEO COE in partnership with Human Resources is tasked with the responsibility of giving the affirmative action search charge to each search committee to assure there are no unfair hiring practices or any inherent biases during any part of the employment process.

Additionally, EEO COE continually monitors, through approval authority, the entire search process from the development of job specifications, development of a diverse recruitment plan, creating legal interview questions, having a fair and consistent process to evaluate the applicant pool, a complete and thorough review of search documentation by search committee members and ensures interviews are conducted fairly for all qualified applicants.

There are no barriers identified that impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Personnel Policies:** The CSCC Capital East Region uses the policies established by the Department of Administrative Services (DAS) State Personnel for its classified job classifications. The CSCC Capital East utilizes policies published by the Connecticut State Colleges and Universities (CSCU) for unclassified positions.

All CSCU and CSCC personnel policies are established system wide and utilized at all campuses within Region. These policies are continually reviewed to ensure compliance with relevant laws and regulations.

Neither set of policies is known to impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Job Structuring:** There is no identified barrier related to the Region's job structuring that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Orientation:** New employees in both classified and unclassified service receive orientation by their respective campus by the CSCC HR Shared Services Division and within the local department where they are assigned. The new employees and faculty members receive information on the AA/EEO policies, discrimination complaint process, sexual harassment prevention, benefits and also collective bargaining information. They also receive information on the State Ethics Policy and other State and CSCU/CSCC Policies.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Training:** Employees in both classified and unclassified services are free to apply for training opportunities as covered by their respective collective bargaining agreements. Managers are encouraged to take advantage of training and professional development opportunities. The three campuses within this Region offer opportunities for training and in-service professional development opportunities to meet identified needs.

The Region will continue to closely monitor employee participation to ensure that they receive mandatory Diversity and Sexual Harassment. In addition, Sexual Harassment Prevention Training is available to employees online and adheres to current State laws regarding such training.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Counseling:** Employment counseling is available to all employees within the Region upon request. More information will be included in the Career Mobility Section of the Affirmative

Action Plan.

The Employee Assistance Program (EAP) is also available to all employees within the Region and to members of their family for counseling and professional support in dealing with personal, emotional, family or health problems. EAP assists with complex issues such as drug and alcohol dependency, single parenting, marital crisis, stress, financial uncertainty or emotional distress.

There is no known barrier that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Discrimination Complaint Process:** The Discrimination Complaint Process is in place across all campuses of the CSCC and the entire Connecticut State College and University (CSCU) System. The Capital East Region follows the Connecticut State Colleges and Universities Discrimination Complaint Policy and Procedures. The procedure is distributed to all employees, posted on bulletin boards and is also posted on the CSCU Website. This process allows for any employee to file complaints and provides for protections against retaliation.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Evaluation:** The CSCU and CSCC System Offices and all of the campuses and respective leadership follows the respective collective bargaining agreements and the guidelines established by the Department of Administrative Services (DAS) for classified evaluations and the respective collective bargaining agreements and guidelines established by the CSCU System Office for unclassified personnel evaluations.

There is no known barrier that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Layoffs:** Layoffs occur in accordance with policy and procedures. There were no layoffs throughout the Region during the reporting period.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

**Termination:** In the event of termination of employment, the CSCC and Capital East Region adheres to language in the respective collective bargaining agreements and applicable State Statutes.

There is no known barrier identified that would impede or prevent the full and fair participation of protected race/sex group members in the employment process.

The Capital East Region's leadership, EEO COE, and assigned Human Resource professionals have examined all aspects of the employment process itemized in subsection (a) of this section and have not identified any employment policy or practice may impede or prevent the full and fair participation of individuals with disabilities and older persons in the workforce.

### **Subsection (a)**

The Affirmative Action Regulations require that the CSCC Capital-East Region examine all aspects of the employment process described in the Identification of Problem Areas element and set programmatic goals when any employment policy or practice may impede or prevent the full and fair participation of protected race and sex group members, individuals with disabilities or older persons.

No employment processes were identified as having an adverse impact on any protected race/sex group. Nevertheless, the Region continues to be aggressive in its attempts to fulfill its affirmative action and equal employment opportunity commitments.

### **Subsection (b)**

Program goals shall be meaningful, measurable and reasonably attainable and shall be consistent with Section 46a-68-92 Good Faith Efforts of the Affirmative Action Regulations to ensure:

1. The promotion of Equal Employment Opportunity and to achieve a workplace free of discrimination;
2. Opportunities for all qualified applicants including underutilized groups;
3. The utilization of a fair and non-discriminatory recruitment and selection process; and
4. That career development opportunities are available to all interested and qualified employees, including minorities and women.

### **Subsection (c)**

Where the cooperation of another agency, CSCC campuses, or University is essential to the implementation of a program goal, CSCC's Capital-East Region shall keep a record of each instance of contact with the other agency, CSCC Campuses, or University whose cooperation is requested and the outcome of the request.

### **Subsection (d)**

CSCC's Capital-East Region may elect to set program goals or the Commission on Human Rights and Opportunities (CHRO) may require that program goals be set for any employment policy or practice having an adverse impact upon a race and sex group or for any protected group not covered by this section whether or not that policy or practice was identified as having an adverse impact pursuant to Section 46a-68-87 of the Affirmative Action Regulations of Connecticut State Agencies.

Section 46a-68-88  
Program Goals and  
Timetables

**Subsection (a)**

The Affirmative Action Regulations require that the CSCC Capital-East Region examine all aspects of the employment process described in the Identification of Problem Areas element and set programmatic goals when any employment policy or practice may impede or prevent the full and fair participation of protected race and sex group members, individuals with disabilities or older persons.

No employment processes were identified as having an adverse impact on any protected race/sex group. Nevertheless, the Region continues to be aggressive in its attempts to fulfill its affirmative action and equal employment opportunity commitments.

**Subsection (b)**

Program goals shall be meaningful, measurable and reasonably attainable and shall be consistent with Section 46a-68-92 Good Faith Efforts of the Affirmative Action Regulations to ensure:

1. The promotion of Equal Employment Opportunity and to achieve a workplace free of discrimination;
2. Opportunities for all qualified applicants including underutilized groups;
3. The utilization of a fair and non-discriminatory recruitment and selection process; and
4. That career development opportunities are available to all interested and qualified employees, including minorities and women.

**Subsection (c)**

Where the cooperation of another agency, CSCC campuses, or University is essential to the implementation of a program goal, CSCC's Capital-East Region shall keep a record of each instance of contact with the other agency, CSCC Campuses, or University whose cooperation is requested and the outcome of the request.

**Subsection (d)**

CSCC's Capital-East Region may elect to set program goals or the Commission on Human Rights and Opportunities (CHRO) may require that program goals be set for any employment policy or practice having an adverse impact upon a race and sex group or for any protected group not covered by this section whether or not that policy or practice was identified as having an adverse impact pursuant to Section 46a-68-87 of the Affirmative Action Regulations of Connecticut State Agencies.



## **2022 – 2023 PROGRAM GOALS**

While the CSCC's North-West Region has not identified any barriers in any of the employment processes within the Identification of Problem Areas element, the Region sets the goals below to enhance its efforts to ensure affirmative action and equal employment opportunity compliance.

1. The region sets a goal to increase recruitment efforts to ensure we achieve larger and diverse applicant pools. Steps to include, but are not limited to, increased social media presence, community events, additional recruitment sources, career fairs.

Responsible persons: CEOs, Recruitment and Talent Center of Excellence.

Timeframe: Completion by June 30, 2022.

2. The region will support the CSCU System Office's goal to train all managers within the region on DEI, EEO, Civil Rights, and Managing a Diverse workforce.

Responsible persons: CEO's, HR, DEI, EEO Center of Excellence.

Timeframe: Completion by June 30, 2022.

Section 46a-68-89  
Discrimination Complaint  
Process

## **Section 46a-68-89 DISCRIMINATION COMPLAINT PROCESS**

The Connecticut State Community College (CSCC) encourages all employees to utilize the internal grievance procedure adopted by the Board of Regents and the CSCU in all cases of alleged discrimination in employment based on any of the following factors: age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of the CT Civil Air Patrol, and workplace hazards to reproductive systems.

The procedure adheres to all regulatory expectations noted below:

- a) The plan shall include a report on the system to process and resolve employee allegations of discrimination consistent with chapter 67 and 68 of the Connecticut General Statutes. Such system shall provide for the expeditious resolution of grievances to assure that legal options for filing complaints with enforcement agencies are not foreclosed. The discrimination complaint process shall include:
  - 1) periodic training in counseling and grievance investigations for agency counselors;
  - 2) confidential counseling and procedures for informal resolution at the agency level by the equal employment opportunity officer;
  - 3) notice to employees that an agency discrimination complaint process is available;
  - 4) a guarantee of non-retaliation for the exercise of rights granted pursuant to this section;
  - 5) advisement of legal options to file complaints with the Commission on Human Rights and Opportunities; United States Equal Employment Opportunity Commission; United States Department of Labor, Wage and Hour Division; and any other agencies, state, federal or local, that enforce laws concerning discrimination in employment; and
  - 6) time frames not exceeding ninety (90) days for filing, processing and resolution of such matters.
- b) All records of grievances and dispositions thereof are maintained and reviewed on a regular basis by the equal employment opportunity officer to detect any patterns in the nature of the grievances. Records so retained shall be confidential except where disclosure is required by law.
- c) A summary of the matters alleged, the results thereof and the length of time required to resolve the grievance is included within this AA Plan. The plan shall provide information on the number of such complaints, investigating agency, whether such matter is currently pending or the outcome thereof. All records relevant to employee grievances filed under this section shall be maintained by the agency for examination by the Commission on Human Rights and Opportunities staff. As this is the first Regional affirmative action plan, a full report of complaints during the reporting period will be contained in the next submission.

## CONNECTICUT STATE COLLEGES AND UNIVERSITIES

### Statement of Discrimination Complaint Policy & Procedure

The Connecticut State Colleges and Universities (CSCU) has adopted a policy of "zero-tolerance" with respect to unlawful employee harassment. Accordingly, CSCU expressly prohibits any form of unlawful employee harassment based on The Connecticut State Colleges and Universities (CSCU) deems equal employment opportunity to be the education or employment of individuals without consideration of race, color, age, sex, (including sexual harassment, sexual assault, pregnancy and workplace hazards to reproductive systems), religious creed, marital status, national origin, ancestry, past or present history of mental disability, intellectual disability, learning disability, physical disability (including, but not limited to blindness), veteran status, Civil Air Patrol, gender identity or expression, sexual orientation, retaliation, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification. CSCU will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Connecticut State Colleges and Universities (CSCU) will not discriminate against persons with a prior criminal conviction.

Improper interference with the ability of CSCU employees to perform their expected job duties will not be tolerated.

The following procedure provides periodic training in confidential counseling and grievance investigation for agency counselors. Confidential counseling is completely independent of any other grievance procedure presently in place. It is for the purpose of resolving employee allegations of discrimination at CSCU in an expeditious and informal manner.

This procedure, or submission of a complaint to this procedure, in no way precludes the submission of a complaint of a discriminatory nature to the Commission on Human Rights and Opportunities (CHRO), United State Equal Employment Opportunity Commission (EEOC), United States Department of Education Office of Civil Rights (OCR), United States Department of Justice, United States Department of Labor (DOL) Wage and Hour Division, and any other agencies, state, federal or local, that enforces laws concerning discrimination in employment or public service and accommodation nor, does the establishment of this procedure foreclose any other legal options available to the employee.

Violation of this policy may be grounds for disciplinary action, up to and including dismissal from State Service.

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## **Connecticut State Colleges and Universities Discrimination Complaint Procedure on matters other than Sexual Harassment or Sexual Orientation**

### **Definition/Legal Basis**

#### *Race, Color, Religion, Sex or National Origin*

Title VII of the Civil Rights Act of 1964 (as amended) and Executive Order 11246 (as amended) prohibit discrimination in employment against any person (e.g. applicants and employees) on the basis of race, color, religion (religious creed), sex or national origin.

#### *Age*

The Age Discrimination in Employment Act of 1967 (ADEA), (as amended) prohibits discrimination in employment on the basis of age against any person (e.g. applicants and employees) age forty (40) or older. Connecticut General Statute Sec. 46a-60 prohibits discrimination based on age and protects any worker eighteen (18) years of age or older.

#### *Disability*

The Rehabilitation Act of 1973 defines "disabled individual" as any person who has a physical or mental impairment that substantially limits one or more of such person's major life activities, has a record of impairment, or is regarded as having such an impairment. Section 7(b) of the Rehabilitation Act addresses drug and alcohol abuse, noting that the definition of "disabled individual" does not include any individual who: is "an alcoholic or a drug abuser whose current use of alcohol or drugs prevents such an individual from performing the duties of the job in question or whose employment, by reason of such current alcohol or drug abuse, would constitute a direct threat to the property or the safety of others.

*Mental disability* refers to an individual who has a record of, or is regarded as having one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders".

*Intellectual disability* refers to a significant limitation in intellectual functioning existing concurrently with deficits in adaptive behavior that originated during the developmental period before eighteen years of age. "Significant limitation in intellectual functioning" means an intelligence quotient more than two standard deviations below the mean as measured by tests of general intellectual functioning that are individualized, standardized and clinically and culturally appropriate to the individual. "Adaptive behavior" means the effectiveness or degree with which an individual meets the standards of personal independence and social responsibility expected for the individual's age and cultural group as measured by tests that are individualized, standardized and clinically and culturally appropriate to the individual.

*Learning disability* refers to an individual who exhibits a severe discrepancy between educational performance and measured intellectual ability and who exhibits a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, which may manifest itself in a diminished ability to listen, speak, read, write, spell or to do mathematical calculations.

*Physically disabled* refers to any individual who has any chronic physical handicap, infirmity or impairment, whether congenital or resulting from bodily injury, organic processes or changes from illness, including, but not limited to, epilepsy, deafness or hearing impairment or reliance on a wheelchair or other remedial appliance or device.”

*Veteran* refers to any person honorably discharged from, or released under honorable conditions from active service in, the armed forces.

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination against qualified individuals with disabilities.

The ADA covers individuals who (i) have disabilities, (ii) have records of disabilities, (iii) are perceived as having disabilities, or (iv) are related to or associated with persons who fit into one of the preceding categories.

### **Resolution - Time Constraints**

The Director of Diversity and Inclusion will resolve any alleged discrimination or unfair employment practice within ninety (90) calendar days after the receipt of a written complaint. This timeframe includes filing, processing and resolution of such matters.

### **Records Retention**

All records relevant to employee grievances including counseling sessions and informal allegations which result in complaints to enforcement agencies, are maintained, regularly reviewed and reported by the Director of Diversity and Inclusion in the Affirmative Action Plan.

### **Training/Notification**

The Connecticut State Colleges and Universities (CSCU) will obtain and provide periodic training in counseling and grievance investigations for agency managers, supervisors and employees.

Employees are notified about the CSCU Discrimination Complaint Procedure when the Affirmative Action Plan has been reviewed by the Commission on Human Rights and Opportunities (CHRO). Employees are also invited to review the Affirmative Action Plan.

### **Procedure for Handling and Investigating Discrimination Complaints**

If you feel you have been a victim of discrimination please follow the following procedures:

1. Complainant requests a meeting with the Director of Diversity and Inclusion or designee. The Director of Diversity and Inclusion or designee will advise the complainant of his or her rights in accordance with relevant laws and propose possible courses of action.
2. If the complainant is unsatisfied with any of the proposals or if a situation is not readily resolvable the Complainant then has the right to file a written complaint. The written complaint must be filed on the complaint form and should include the following [please note: all grievances should be submitted within thirty (30) days of the alleged discriminatory treatment]:
  - a. Complainant's name
  - b. Work telephone number
  - c. Job title
  - d. Supervisor's name

- e. Supervisor's Title
  - f. Complainant's home address
  - g. Complainant's home telephone number
  - h. Name of individual against whom the complaint is filed
  - i. The nature of the complaint
  - j. A description of the alleged act (s) of discrimination
  - k. The date (s) the act (s) took place
  - l. The date the complaint was filed
  - m. The complainant's signature
3. The Director of Diversity and Inclusion or designee will notify the accused party of the particulars of the complaint within seven (7) calendar days after receipt of the written complaint.
  4. Upon the filing of a complaint, the Director of Diversity and Inclusion or designee will conduct a fact finding investigation of the complaint. Within thirty (30) calendar days from the filing of the complaint, the Director of Diversity and Inclusion or designee will provide a written report to the Complainant, the Respondent, the President and/or a Designee as appropriate. If there is evidence that indicates the Complainant was discriminated against, the parties shall endeavor to resolve the matter within thirty (30) calendar days and/or an administrative action (e.g. discipline up to and including dismissal from State service). If the endeavors at mediation are successful, a written agreement will be prepared for signature (by the Complainant, the Respondent and the Director of Diversity and Inclusion or designee).
  5. If there is no evidence of discrimination, the Director of Diversity and Inclusion or designee will advise the parties involved and dismiss the complaint.
  6. If the complainant does not agree with the findings made in the investigation, he/she may appeal for review and reconsideration by the President. Any such appeal must be in writing and be filed within ten (10) calendar days from the date of the written report of the findings and must include specific information or evidence in support of the appeal. The President will advise the Complainant in writing within fourteen (14) calendar days of receipt of the appeal as to their choice of action on the matter.

### **Retaliation for Discrimination Complaints**

Retaliation for filing or participating in a complaint or investigation of discrimination is presumptive employment discrimination in violation of the law and as such will not be tolerated.

**Retaliation** may be linked to the following activity:

- Disciplining, changing work assignments of, providing inaccurate work information to, or refusing to cooperate or discuss work related matters with an employee because that employee has complained about or resisted harassment, discrimination or retaliation, and

- Intentionally pressuring, falsely denying, lying about or otherwise covering up or attempting to cover up conduct such as that described in any item above.

The above is not to be construed as an all-inclusive list of prohibited acts under this policy. If you feel you have been the subject of retaliation for having filed or taken part in a discriminatory complaint/investigation, please contact the Director of Diversity and Inclusion or designee immediately.



## **Connecticut State Colleges and Universities Sexual Harassment Policy and Procedure**

### **Statement of Policy**

It is the policy of the Board of Regents of Higher Education to prohibit harassment of employees by another employee or supervisor on the basis of sex. The purpose of this policy is not to regulate our employees' personal morality; rather it is to assure a workplace that is free of sexual harassment. In this regard, sexually offensive activity will not be tolerated.

Violations of the policy may be grounds for disciplinary action, up to and including dismissal from State Service.

### **Definition**

Sexual harassment is a form of sex discrimination that is prohibited under both Connecticut law and Title VII of the Federal Civil Rights Act of 1964. See C.G.S. 46a-60(a) (8) and 29 C.F.R. 1604.11.

"Sexual harassment" is defined under Connecticut law as: "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

The Connecticut Courts have distinguished two general categories of sexually harassing behavior: Quid Pro Quo and Hostile Work Environment. The following are descriptions of conduct which constitute each category and are prohibited by this policy.

### **Quid Pro Quo (literally "this for that")**

Quid Pro Quo sexual harassment occurs when an economic or job benefit is conditioned upon the granting of sexual favors. It may also occur when an employee is punished for failing to grant sexual favors in the workplace.

In a Quid Pro Quo case, the sexual overture or conduct is generally clear: for example, the supervisor demands that an employee go out with him or her in exchange for a promotion.

Both federal and state law is violated if the employee's response to such an overture is used as the basis for an employment decision affecting the employee.

Quid Pro Quo harassment may be based on a single incident.

### **Hostile Work Environment**

Sexual harassment may also occur when there is unwanted sexual conduct that creates an intimidating, hostile or offensive work environment, or that has the effect of unreasonably

interfering with an individual's work performance. It is not necessarily to show a direct and tangible job or economic loss. This type of claim can be brought against anyone in the workplace, whether it is a supervisor or a coworker.

Conduct that will be considered a violation of this policy includes, but is not limited to the following:

- a. Verbal - includes sexual innuendoes, suggestive comments, insults, jokes of a sexual nature, sexual propositions and threats.
- b. Non-verbal - includes sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling and obscene gestures.
- c. Physical - unwanted physical contact, including touching, patting, grabbing, pinching, brushing the body, massaging, coerced sexual intercourse, rape, molestation, sexual assault and battery.
- d. Any other unwelcome conduct of a sexual nature.

### **Procedure for Handling and Investigating Sexual Harassment Complaints**

If you feel you have been a victim of sexual harassment please adhere to the following procedures:

- 1) Keep a record of the incidents of sexual harassment. Write down the details of the incident: the date, time and location, the names of any witnesses and your response. Include also any notes, letters, pictures, etc. Keep the records in a safe place.
- 2) Seek assistance from the Director of Diversity and Inclusion/or designee, any Human Resources staff member, supervisor or manager about the harassment or issues.
- 3) Supervisors and managers will contact the Director of Diversity and Inclusion or designee and refer the employee to the Director of Diversity and Inclusion or designee. The Director of Diversity and Inclusion or designee shall receive both written and verbal complaints and may assist the complainant in preparing a statement of allegations. Anonymous complaints and complaints from the public will also be investigated.
- 4) Within five (5) days of receiving a formal complaint of sexual harassment, the alleged harasser will be contacted by the Director of Diversity and Inclusion or designee to set up a meeting and will be presented with a copy of the complaint. The individual has the right to union representation or other representation at this meeting (as long as bargaining unit members have signed a waiver of union representation) and will be given an opportunity to respond to the charges alleged in the complaint.
- 5) All complaints will be investigated expeditiously by the Director of Diversity and Inclusion or designee.
- 6) Discipline will be applied if a violation of this policy is found to have occurred.

When a complaint is made the Director of Diversity and Inclusion or designee will have the duty of immediately bringing all sexual harassment and retaliation complaints to the confidential attention of the President.

**Retaliation for Sexual Harassment Complaints**

Retaliation for having filed or participated in a complaint or investigation of sexual harassment will not be tolerated at the Connecticut State Colleges and Universities System Office or at any Connecticut State College or University.

**Records of Complaints and Confidentiality**

All records associated with complaints will be maintained in the Director of Diversity and Inclusion or designee's Office.

All complaints and investigations will be held in confidence until the conclusion of the investigation. Anyone involved in the intake, investigation, discipline and outcome of a complaint will be disciplined as appropriate for failing to protect the confidentiality of all involved in the investigation and outcome of a complaint.

## **Connecticut State Colleges and Universities Sexual Orientation Discrimination Policy and Procedure**

### **Statement of Policy**

All employees are prohibited from discriminating against another employee or agent of the Connecticut State Colleges and Universities (CSCU) on the basis of his/her sexual orientation, in accordance with Connecticut General Statutes, Section 46a-81c.

For purposes of this policy, "sexual orientation" means having a preference for heterosexuality, homosexuality, or bisexuality; having a history of such preference; or being identified with such preference.

The following shall be considered a discriminatory practice in violation of this policy and Connecticut General Statutes, Section 46a-81c:

- If an employer, except in the case of a bona fide occupational qualification or need, refuses to hire, or employ, or to bar or to discharge from employment any individual; or to discriminate against him/her in compensation or in terms, conditions, or privileges of employment because of the individual's sexual orientation, or
- If any person, employer, employment agency or labor organization, except in the case of bona fide occupational qualification or need, advertises employment opportunities in a manner that restricts such employment so as to discriminate against individuals because of their sexual orientation.

Nothing in this policy shall be deemed or construed to mean that CSCU authorizes or permits the use of numerical goals or quota, or other types of affirmative action programs, with respect to transgender status, homosexuality or bisexuality in the administration of this policy.

### **Procedure**

Any employee who feels that he or she is the victim of discrimination based on sexual orientation may file a written complaint with the Director of Diversity and Inclusion or designee.

## DISCRIMINATION COMPLAINT AGENCIES

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 Connecticut State Colleges and Universities (CSCU) Discrimination Complaint Procedure

### **1. The Connecticut Commission on Human Rights & Opportunities**

#### **Southwest Region Office**

350 Fairfield Avenue  
6<sup>th</sup> Floor  
Bridgeport, CT 06604  
Tel: (203) 579-6246  
TDD (203) 579 – 6246

#### **West Central Region Office**

Rowland State Government Center  
55 West Main Street, Suite 210  
Waterbury, CT 06702-2004  
Tel: (203) 805-6530  
TDD (203) 805-6579

#### **Capitol Region Office**

450 Columbus Blvd  
Hartford, CT 06103  
Tel: (860) 566-7710  
TDD (860) 566 – 7710

#### **Eastern Region Office**

100 Broadway  
Norwich, CT 06360  
Tel: (860) 886-5703  
TDD (860) 886 - 5707

Complaints should be filed with the Commission on Human Rights and Opportunities (CHRO) no later than three hundred (300) days after the alleged act of employment discrimination occurred.

### **2. The Equal Employment Opportunities Commission**

John F. Kennedy Federal Office Building  
Government Center, Room 475  
Boston, MA 02203  
Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission (EEOC) 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. Alternatively:

### **3. Department of Education, Office of Civil Rights**

United States Department of Education  
Boston Office  
8<sup>th</sup> Floor  
5 Post Office Square  
Boston, Massachusetts 02109-3921  
Tel: (617) 289-0111

**4. Department of Justice, for ADA complaints**

United States Department of Justice  
950 Pennsylvania Avenue, NW  
Civil Rights Division  
Disability Rights Section  
Washington, D.C 20530

<https://www.ada.gov/complaint/>

This is the email to complete the required ADA complaint form.

To file ADA complaint by facsimile, send completed ADA complaint form to

Tel: (202)-307-1197

**5. Connecticut Commission on Women, Children and Seniors, Equity & Opportunity**

18-20 Trinity Street  
Hartford, CT 06106  
Tel: (860) 240-1424

**6. State of Connecticut: Employee Grievance Procedure**

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

200 Folly Brook Boulevard  
Wethersfield, CT 06109  
Tel: (860) 566-3450

**7. Wage and Hour and Public Contracts Division**

United States Labor Department  
135 High Street  
Hartford, CT 06103  
Tel: (860) 240-4277

**8. Wage and Workplace Standards Division**

Connecticut Department of Labor  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
Tel: (860) 263-6790

5.2	Sexual Misconduct Reporting, Supportive Measures and Processes Policy	20-103	2020-07-29
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**Board of Regents for Higher Education  
Connecticut State Colleges and Universities**

**Policy Regarding  
Sexual Misconduct Reporting, Supportive Measures and Processes Policy**

**STATEMENT OF POLICY**

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

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

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

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

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

**TERMS, USAGE AND STANDARDS**

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

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

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

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

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

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

**Sexual misconduct** includes engaging in any of the following behaviors:

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



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- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent-

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

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

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

(d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-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

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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 complainant’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.

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

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

**CONFIDENTIALITY**

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

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

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

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

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

**MANDATED REPORTING BY COLLEGE AND UNIVERSITY EMPLOYEES**

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

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

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

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

**RIGHTS OF PARTIES**

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

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

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

**RIGHT TO NOTIFY LAW ENFORCEMENT & SEEK PROTECTIVE AND OTHER ORDERS**

Complainants and respondents shall be provided written information about her/his right to:

- (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
- (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.

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

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

**OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS**

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

**SUPPORT SERVICES CONTACT INFORMATION**

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

**SEXUAL MISCONDUCT INVESTIGATION AND PROCEDURES**

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

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

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(3) alleges “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v)<sup>1</sup>, “dating violence” as defined in 34 U.S.C. 12291(a)(10)<sup>2</sup>, “domestic violence” as defined in 34 U.S.C. 12291(a)(8)<sup>3</sup>, or “stalking” as defined in 34 U.S.C. 12291(a)(30)<sup>4</sup> as defined in 34 U.S.C. 12291(a)(30)<sup>5</sup>

and

(4) the alleged harassment occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution; and

(5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

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

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

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

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<sup>1</sup> 20 U.S.C. 1092(f)(6)(A)(v), The term “[sexual assault](#)” means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

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

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

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

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

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not) standard in accordance with State law in making a determination concerning sexual assault, stalking or domestic/dating/intimate partner violence.

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

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

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

**REVIEW AND AUDIT**

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

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

**DISSEMINATION OF THIS POLICY**

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



**DISCRIMINATION COMPLAINT LOG**AGENCY: CSCC Shoreline West RegionREPORTING DATE: 30-Sep-20

NUMBER	COMPLAINANT RACE/SEX	DATE FILED	TYPE*	ACCUSED**	BASIS CLAIMED	FINDING	RESOLUTION	LENGTH OF TIME TO RESOLVE**
1	WF	9/20/2021	Internal	Faculty	Unknown	Dismissed - No EEO basis to proceed.	Referred to campus - resolved at campus level	22
2	BF	10/2/2021	Internal	Faculty/Staff	Gender/Sex	No Finding	N/A	81
3	BF	10/12/2021	Internal	Faculty/Staff	Gender/Sex	No Finding	N/A	139
4	HM	11/8/2021	Internal	Faculty/Staff	Gender/Sex	No Finding	N/A	112
5	WF	12/16/2021	Internal	Staff	Sexual Harassment	Dismissed - Allegations unrelated/involved non-campus person.	N/A	55
6	BF and HM	4/25/2022	Internal	Manager	Race/Retaliation	Pending		25
7	WF	5/4/2022	Internal	Staff	Orientation	Pending		57
8	UF	5/16/2022	Internal	Faculty	Gender/Sex	No Finding	N/A	45
9	HM	11/13/2021	Internal	Faculty/Staff	Gender/Sex	No Finding	N/A	117
10	WM	6/13/2022	Internal	Faculty and Manager	Gender/Sex	Pending		17
11	BF	10/19/2021	CHRO	Campus management	Discrimination	Dismissed		113
12	WF	8/3/2021	CHRO	Management	Gender/Sex/Retaliation	Settled	Damages rendered	404
13	BF	11/4/2021	CHRO	Staff	Disability/Retaliation	Pending		
14	BF	12/16/2021	CHRO	Staff	Color/National Origin, Race	Settled		81

\*Internal (within Agency) or External (CHRO, DOL, EEOC, etc.)

\*\* Length of time to resolve for pending cases indicates days opened as of 6/30/2022.

Section 46a-68-90  
Goals Analysis

## **Section 46a-68-90 - GOALS ANALYSIS**

### **July 1, 2021 – June 30, 2022**

The CSCC Capital-East Region engaged in necessary steps to ensure every good faith effort occurred in every recruitment. Each campus submitted AA plans within this reporting period and were found to be in compliance with the Affirmative Action regulations.

The CSCC Capital-East engaged in the necessary activities to ensure compliance with subsection (a) and (b).

The CSCC Capital-East Region shall prepare a report on all activity undertaken to achieve the hiring, promotion, and program goals contained in the previous affirmative action plan and a probing self-analysis of the progress made toward those ends. If the analysis reveals additional problem areas or finds any current course of action ineffective, the region shall undertake corrective action as set forth in section 46a-68-88 of the Regulations of Connecticut State Agencies.

For each job search, the region shall provide the race and gender of:

- (1) the total applicant pool
- (2) the qualified applicant pool
- (3) the applicants interviewed.

When a goal is met, the region shall identify the selected candidate as a goal candidate. No other information is required.

Each unmet goal shall be accompanied by a narrative outlining the region's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. Each unmet goal, by job search, shall be separately addressed by narrative and the discussion of each goal applicant shall be detailed and complete.

#### **Activity to Demonstrate Good Faith Efforts to Achieve Goals**

During this reporting period, the region has made good faith efforts to hire/promote only the most qualified individuals to fill vacancies in a fair and equitable manner.

The region took steps to advertise its job opportunities broadly in mainstream, culturally specific media, and special listservs. The region increased its recruitment resources utilizing JAZZHR and other identified sources to advertise job opportunities as the budget permitted.

Search and selection committees were established for every search conducted. Each search committee was composed of diverse employees in an attempt to reflect the demographics of the employment goals. Prior to reviewing application materials, each search committee developed criteria and questions based on the job duties and position qualifications listed on the position announcements. To ensure compliance with AA/EEO laws and regulations, the criteria and questions were reviewed and approved by the Recruitment and Talent Specialist, and the Equal Employment Opportunity Center of Excellence before the interview process began

Prior to the application deadlines, the Recruitment and Talent Specialist and the Equal Employment Opportunity met with each search committee to discuss the following:

- The search process and committee's role.
- The job description and position announcement.
- Affirmative action/equal employment opportunity principles and the non-discrimination procedure.
- Confidentiality and proper search documentation.
- The development of interview questions and criteria including legal dos and don'ts;

#### **Section 46a-68-90 - GOALS ANALYSIS - Page 1**

**Section 46a-68-90 - GOALS ANALYSIS**  
**July 1, 2021 – June 30, 2022**

Additional topics around the value of having a diverse workforce were discussed during these meetings. Search committee members were asked to be actively aware of their personal biases and stereotypes, and the possible impact on individual decisions in the selection and recommendation process. A copy of search committee documents is attached at the end of this section.

The Equal Employment Opportunity Center of Excellence is involved throughout the search and selection process and reviewed applications to ensure compliance with both Affirmative Action and Equal Employment Opportunity. To that end, where practicable, EEO ensured that the committee interviewed goal and minority or other protected class applicants who, based on the application materials, appeared to meet the qualifications for the position. The region is aware that it must always monitor the pulse of the overall workforce and provide occasional training in various non-discrimination regulations as they are beneficial to the overall employment process and the diversity of the campus.

**Section 46a-68-90 - GOALS ANALYSIS**  
**July 1, 2021 – June 30, 2022**

# Hiring Goals Analysis

## Executive

- Goals: 4WM, 1HF, 1AM, 1AF
- **Hires:** 3WM, 1HM
- **Goal Achievement:** Three (3) out of four (4) hires into this category met AA goals or 75%

### 1. Associate Dean of Student Development - MCC

*Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	35	13	18	<b>6</b>	7	3	6	2	<b>1</b>	<b>0</b>	<b>1</b>	0	2	2	1	4
Not Qualified	25	6	17	<b>2</b>	6	1	6	2	<b>1</b>	<b>0</b>	<b>1</b>	0	2	1	1	2
Total Qualified	10	7	1	<b>4</b>	1	2	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	2
Qual. No Interview	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	10	7	1	<b>4</b>	1	2	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	2
Withdraw	2	2	0	<b>0</b>	0	2	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	8	5	1	<b>4</b>	1	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	2
Offered	2	2	0	<b>2</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	1	1	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **first (1) of four (4) White male** goals with the hire of **one White male**.

### 2. Associate Dean of Campus Operations - MCC

*Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	21	12	7	<b>9</b>	3	1	3	0	<b>1</b>	<b>0</b>	<b>0</b>	1	0	1	0	2
Not Qualified	13	6	5	<b>4</b>	1	1	3	0	<b>1</b>	<b>0</b>	<b>0</b>	1	0	0	0	2
Total Qualified	8	6	2	<b>5</b>	2	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	8	6	2	<b>5</b>	2	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	0
Withdraw	2	1	1	<b>0</b>	1	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	1	0	0
Interviewed	6	5	1	<b>5</b>	1	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Offered	1	0	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **second (2) of four (4) goals** with the hire of this **White male** who met the minimum and preferred qualifications.

### 3. Associate Dean of Campus Operations - TRCC

#### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	19	13	6	<b>10</b>	4	1	0	0	<b>1</b>	<b>1</b>	<b>1</b>	0	0	1	0	0
Not Qualified	7	4	3	<b>2</b>	2	1	0	0	<b>1</b>	<b>0</b>	<b>0</b>	0	0	1	0	0
Total Qualified	12	9	3	<b>8</b>	2	0	0	0	<b>0</b>	<b>1</b>	<b>1</b>	0	0	0	0	0
Qual. No Interview	4	3	1	<b>2</b>	1	0	0	0	<b>0</b>	<b>1</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	8	6	2	<b>6</b>	1	0	0	0	<b>0</b>	<b>0</b>	<b>1</b>	0	0	0	0	0
Withdraw	1	0	1	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>1</b>	0	0	0	0	0
Interviewed	7	6	1	<b>6</b>	1	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Offered	1	1	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	<b>1</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **third (3) of four (4)** goals with the hire of this **White male** who met the minimum and preferred qualifications.

### 4. Associate Dean of Campus Operations - CCC

#### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	18	9	8	<b>7</b>	3	0	4	2	<b>1</b>	<b>0</b>	<b>0</b>	0	0	0	0	1
Not Qualified	10	4	6	<b>3</b>	2	0	3	1	<b>1</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Total Qualified	8	5	2	<b>4</b>	1	0	1	1	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	1
Qual. No Interview	3	2	0	<b>2</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	1
Qual. Rec. Interview	5	3	2	<b>2</b>	1	0	1	1	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Withdraw	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	5	3	2	<b>2</b>	1	0	1	1	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Offered	1	1	0	<b>0</b>	0	0	0	1	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	<b>0</b>	0	0	0	1	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eighteen (18) applicants of which there were 7WM, 1HF, 0AM, and 0AF goal candidates.

Of the eighteen (18) applicants there were ten (10) who were deemed not qualified including 3WM and 1HF goal candidates.

- 1WM did not possess a master's degree in an appropriate field.
- 2WM did not possess five (5) or more years of related experience in higher education or academic administration or experience managing Campus Operations and Security, two (2) years of experience in budget preparation, financial management, or operations including budget responsibility, experience applying relevant state and federal laws, statutes, and regulation
- 1HF did not possess a master's degree in an appropriate field.

#### Section 46a-68-90 - GOALS ANALYSIS - Page 4

Key: W=White, B=Black, H=Hispanic, A=(Asian, American Indian, Alaskan Native, Hawaiian, Pacific Islander), U=Unknown, T=two or more races, F=Female, M=Male

## Section 46a-68-90 - GOALS ANALYSIS

July 1, 2021 – June 30, 2022

Of the remaining eight (8) applicants who were deemed qualified as they met the minimum qualifications, three (3) applicants were not granted an interview including 2WM goal candidates.

- 1WM did not possess experience in facilities and capital planning and management, managing campus operations and security, with Microsoft Excel and/or Access, including manipulating data sets and analytical experience in education policy and funding, and creating and implementing emergency preparedness policies and procedures.
- 1WM did not possess experience applying relevant state and federal laws, statutes, and regulations; experience with Microsoft Excel and/or Access, including manipulating data sets and analytical experience in education policy and funding, creating, and implementing emergency preparedness policies and procedures, and working in urban settings with corporate, community-based, and/or K-12 organizations.

The remaining applicants met the minimum and preferred qualifications. The region did not achieve a goal with the hire of this **Hispanic male**.

- 1WM was not selected because he discussed his budgeting and finance experience in regards to personal business or investment and did not connect this to budgeting in higher education. He did not have emergency planning and capital experience. He also did not provide an explanation as to how he utilizes software applications. He also did not possess higher education union management experience.
- 1WM was not selected because they did not possess experienced working within the higher education system and only K-12. In describing his past, he referred to students as "thoroughbreds", "downtrodden" and having a "dysfunctional culture in the inner city." He did not possess experience using software applications to analyze data and had no union environment management experience.

The region did not achieve a goal with the hire of this **Hispanic male**.

- 1HM was selected because he possessed deep ties to Hartford and the community and long-standing relationships with community-based organizations that would be an asset to the college, extensive experience with managing buildings, and senior level budget management experience. He had significant experience working with and supervising building campus safety personal and in crisis management, grant acquisition, management, and reporting competency. He is bilingual (English and Spanish) and demonstrated strength in strategic planning development and implementation while working in a highly matrixed organization (Hartford Public Schools). His responses to questions were an indication of his level of preparation for the interview including references to the college strategic plan and various initiatives that have been launched over the past year and his response to the question on equity indicated deep understanding and commitment to equitable practices and mindedness.

## Professor

- **Goals:** No hiring goals
- **Hires:** None
- **Goal Achievement:** N/A

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### Associate Professor

- **Goals:** No hiring goals
- **Hires:** None
- **Goal Achievement:** N/A

### Assistant Professor

- **Goals:** 1WM, 2BM, 1BF, 1HF
- **Hires:** 9WF, 2BF, 3HF
- **Goal Achievement:** Two (2) out of nine (9) hires met goals in the category or 22%

#### 1. Assistant Professor of Nursing – CCC

*Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	26	3	23	<b>0</b>	4	<b>0</b>	<b>2</b>	0	<b>2</b>	1	0	0	0	2	15	0
Not Qualified	16	3	13	<b>0</b>	2	<b>0</b>	<b>1</b>	0	<b>0</b>	1	0	0	0	2	10	0
Total Qualified	10	0	10	<b>0</b>	2	<b>0</b>	<b>1</b>	0	<b>2</b>	0	0	0	0	0	5	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Qual. Rec. Interview	10	0	10	<b>0</b>	2	<b>0</b>	<b>1</b>	0	<b>2</b>	0	0	0	0	0	5	0
Withdrew	3	0	3	<b>0</b>	1	<b>0</b>	<b>0</b>	0	<b>0</b>	0	0	0	0	0	2	0
Interviewed	7	0	7	<b>0</b>	1	<b>0</b>	<b>1</b>	0	<b>2</b>	0	0	0	0	0	3	0
Offered	3	0	3	<b>0</b>	0	<b>0</b>	<b>1</b>	0	<b>2</b>	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Hired	3	0	3	<b>0</b>	0	<b>0</b>	<b>1</b>	0	<b>2</b>	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-six (26) applications for this position. Of which, there were 0WM and 0BM goal candidates. The region achieved the goals for BF and HF with this hires one Black female and two Hispanic females. There were no other goal candidates remaining in the pool.

**Goals for BF and HF were achieved. Remaining goals are 1WM and 2BM.**

#### 2. Assistant Professor of Nursing TRCC

*Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	0	4	<b>0</b>	4	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Qualified	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	3	0	3	<b>0</b>	3	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	0	3	<b>0</b>	3	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Withdrew	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	2	0	2	<b>0</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received four (4) applications for this position. Of which, there were 0WM and 0BM goal candidates.



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The region did not achieve a goal with the hire of **one White female**

### 3. Assistant Professor – Mathematics – MXCC

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Master's Degree in Mathematics with a minimum of four (4) years of college level teaching experience

**Preferred Qualifications:**

- Six (6) Years of College level teaching experience.
- Master’s degree in Math Education with 15 credits in math at the level of Calculus I and higher
- Teaching the full range of community college math courses from the developmental level through multi-variable Calculus.
- Adopting innovative instructional approaches along with current instructional techniques.
- Integrating instructional technology.
- Developing and delivering distance learning courses.
- Integrating or developing open educational resources.
- Teaching in a self-paced, emporium, or other alternative educational environment.

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	33	15	17	<b>7</b>	14	<b>3</b>	1	2	0	2	1	0	0	1	1	1
Not Qualified	15	9	6	<b>3</b>	5	<b>2</b>	1	2	0	2	0	0	0	0	0	0
Total Qualified	18	6	11	<b>4</b>	9	<b>1</b>	0	0	0	0	1	0	0	1	1	1
Qual. No Interview	9	4	4	<b>2</b>	3	<b>1</b>	0	0	0	0	0	0	0	1	1	1
Qual. Rec. Interview	9	2	7	<b>2</b>	6	<b>0</b>	0	0	0	0	1	0	0	0	0	0
Withdraw	2	2	0	<b>2</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	7	0	7	<b>0</b>	6	<b>0</b>	0	0	0	0	1	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty-three (33) applications for this position. Of which, there were 7 WM and 3BM goal candidates.

Of the thirty-three (33) applicants there were fifteen (15) who were not qualified including 3WM and 2BM goal candidates.

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- 2WM did not possess a master’s degrees in mathematics.
- 1WM did not possess a master’s degrees in mathematics and a minimum of four (4) years of college level teaching experience.
- 2BM did not possess a master’s degrees in mathematics and a minimum of four (4) years of college level teaching experience.

Of the eighteen (18) applicants who possessed the minimum qualifications, nine (9) did not possess the preferred qualifications and not granted interviews. Of these there were 2WM and 1BM goal candidates.

- 1WM did not possess six (6) years of college level teaching experience, a master's degree in math education with 15 credits in math at the level calculus 1 and higher, experience teaching the full range of community college math courses from the developmental level through multi-variable Calculus, adopting innovative instructional approaches along with current instructional techniques, integrating or developing open educational resources, or experience integrating instructional technology.
- 1WM did not possess 6) years of college level teaching experience, a master's degree in math education with 15 credits in math at the level calculus 1 and higher, experience adopting innovative instructional approaches along with current instructional techniques, teaching in a self-paced, emporium, or other alternative educational environment, or integrating or developing open educational resources, or experience integrating instructional technology.
- 1BM did not possess six (6) years of college level teaching experience, a master's degree in math education with 15 credits in math at the level calculus 1 and higher, teaching the full range of community college math courses from the developmental level through multi-variable Calculus, experience adopting innovative instructional approaches along with current instructional techniques, teaching in a self-paced, emporium, or other alternative educational environment, or integrating or developing open educational resources, or experience integrating instructional technology, or experience developing and delivering distance learning courses.

The remaining nine (9) qualified candidates possessed the minimum and preferred qualifications and offered an interview, including the remaining 2WM goal candidates.

- 2WM declined offers for interviews.

The region did not achieve a goal with the hire of **one white female** who met the minimum and preferred qualifications.

### 4. Assistant Professor of Nursing - TRCC

*(Applicant pool summary (bolded = goal candidates))*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	<b>M</b>	F	M	F	M	F	M	F	M	F	U
Total Applicants	8	0	8	<b>0</b>	6	<b>0</b>	0	0	1	0	1	0	0	0	0	0
Not Qualified	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	7	0	7	<b>0</b>	5	<b>0</b>	0	0	1	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	7	0	7	<b>0</b>	5	<b>0</b>	0	0	1	0	1	0	0	0	0	0
Withdrew	2	0	2	<b>0</b>	1	<b>0</b>	0	0	1	0	0	0	0	0	0	0
Interviewed	5	0	5	<b>0</b>	4	<b>0</b>	0	0	0	0	1	0	0	0	0	0
Offered	2	0	2	<b>0</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	2	0	2	<b>0</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0

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\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eight (8) applications for this position. Of which, there were 0WM and 0BM goal candidates. The region did not achieve a goal with the hire of **two White females** who met the minimum and preferred qualifications.

### 5. Assistant Professor/PC Radiology Technology

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Bachelor's degree in Radiologic Technology.

**Preferred Qualifications:**

- Three (3) years' experience as a radiographer
- Two (2) years' experience as Instructor accredited Rad Tech program.
- ARRT certified, in good standing in Radiography (RTR).

#### (Applicant pool summary (bolded = goal candidates))

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	<b>M</b>	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	1	3	<b>1</b>	2	<b>0</b>	0	0	1	0	0	0	0	0	0	0
Not Qualified	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	3	1	2	<b>1</b>	1	<b>0</b>	0	0	1	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	1	2	<b>1</b>	1	<b>0</b>	0	0	1	0	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	3	1	2	<b>1</b>	1	<b>0</b>	0	0	1	0	0	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	0	<b>0</b>	0	0	1	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received four (4) applications for this position. Of which, there were 1WM and 0BM goal candidates.

Of the three (3) applicants who possessed the minimum and preferred qualifications and were selected for interview, there was 1WM goal candidate.

The 1WM was not selected for the position based upon the following:

- 1WM did not possess any academic experience in a college setting such as teaching and had

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experience working at a clinical site. He was also not familiar with licensure requirements for academic programs.

The region did not achieve a goal with the hire of **one Hispanic female** who met the minimum and preferred qualifications.

The HF was selected based upon the following:

- 1HF has been an active participant and contributor to the Capital licensure process. She has served in an interim capacity fulfilling the program coordinator responsibilities. She had extensive clinical and course-based teaching experience and articulated a passion for serving and experience educating significantly diverse (in all forms) student populations. She had a significant and long-standing relationship with current clinical sites and experience with academic preparation and credentialing.

### 6. Assistant Professor Respiratory Care

*(Applicant pool summary (bolded = goal candidates))*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	4	0	4	<b>0</b>	2	<b>0</b>	1	0	0	0	0	0	0	0	1	0
Not Qualified	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	4	0	4	<b>0</b>	2	<b>0</b>	1	0	0	0	0	0	0	0	1	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	0	4	<b>0</b>	2	<b>0</b>	1	0	0	0	0	0	0	0	1	0
Withdraw	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	4	0	4	<b>0</b>	2	<b>0</b>	1	0	0	0	0	0	0	0	1	0
Offered	1	0	1	<b>0</b>	0	<b>0</b>	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	0	<b>0</b>	1	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eight (8) applications for this position. Of which, there were OWM and OBM goal candidates. The region did not achieve a goal with the hire of **one Black female** who met the minimum and preferred qualifications.

### 7. Assistant Professor Allied Health

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSU email system distribution list

**Minimum Qualifications:** Master's degree in Anatomy & Physiology, Biology or Microbiology., with a

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professional certification in a health care field.

### Preferred Qualifications:

- One (1) or more years' experience teaching Allied Health related courses in medical assisting and/or phlebotomy at a community college (24+ credits).
- One (1) or more years' experience in medical assisting.
- Certified Medical Assistant (CMA) or Registered Medical Assistant (RMA) or other National Certification recognized by CHEA (CCMA, NCMA).
- Current medical certification as a phlebotomy professional.
- Experience with accreditation processes.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques.

### **(Applicant pool summary (bolded = goal candidates))**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	6	2	4	<b>1</b>	4	<b>0</b>	0	0	0	1	0	0	0	0	0	0
Not Qualified	2	0	2	<b>0</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	4	2	2	<b>1</b>	2	<b>0</b>	0	0	0	1	0	0	0	0	0	0
Qual. No Interview	1	1	0	<b>0</b>	0	<b>0</b>	0	0	0	1	0	0	0	0	0	0
Qual. Rec. Interview	3	1	2	<b>1</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	3	1	2	<b>1</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received six (6) applications for this position. Of which, there were 1WM and 0BM goal candidates.

Of the three (3) applicants who possessed the minimum and preferred qualifications and were selected for interview there was 1WM goal candidate.

The 1WM was not selected for the position based upon the following:

- 1WM presented a teaching demonstration that was not well organized and was not accessible to student with learning disabilities. The candidate also stated that although he had experience teaching courses such as medical billing and coding, that they were boring. He did not provide any strategies on working with English Language Learners students. He did not present a clear approach to working with students of differing abilities, and in need of an accommodation or an understanding of how to instruct a diverse population. He also presented a narrow definition of diversity as it only included race/ethnicity and socioeconomic status. He did not present a clear example of curriculum creation and assessment, nor did he have knowledge of the Willimantic satellite campus.

The region did not achieve a goal with the hire of **one White female** who met the minimum and preferred qualifications.

The WF was selected based upon the following:

- 1WF presented a teaching demonstration that was clear and organized with an appropriate level of instruction and incorporated techniques to address different learning styles. She also demonstrated familiarity with educational technology including Blackboard and Kaltura. She provided specific examples of how accommodations are provided to all students, not just those

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with an accommodation letter. She had experience teaching a diverse population including ELL, and provided strategies used to support these students and described teaching experiences using different modalities (online, hybrid, and LRON). She provided examples of teaching in different modalities and the examples of using a flipped-classroom approach to learning. She also provided examples of her teaching style and philosophy that cater to different learning styles and abilities. The WF had a lot of experience advising first-time, first-generation, and non-traditional college students and she discussed curriculum she has developed and revised. She also discussed diversity beyond the construct of race to include socioeconomic status, sexual orientation, religion, and gender identity.

### 8. Assistant Professor – Paramedic Studies

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Bachelor's degree in nursing or health career field. Four (4) years' experience as an Emergency Medical Technician-Paramedic, and Emergency Medical Technician-Paramedic Certification required

**Preferred Qualifications:**

- Master of Science in Emergency Medical Services.
- One (1) or more years' related experience teaching at a community college (24+ credits)
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation.
- Experience with reflective, interactive pedagogical teaching techniques.

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	1	2	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Not Qualified	2	1	1	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total Qualified	1	0	1	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Qual. No Interview	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Qual. Rec. Interview	1	0	1	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Withdraw	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Interviewed	1	0	1	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Offered	1	0	1	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applications for this position. Of which, there were 1WM and 0BM goal candidates.

Of the three (3) total applicants there were two (2) who were not qualified including 1WM goal candidates.

- 1WM did not possess bachelor’s degree in nursing or health career field.

The region did not achieve a goal with the hire of **one White female** who met the minimum and preferred qualifications and was selected based on their performance during the interview.

### 9. Assistant Professor/PC Therapeutic Recreation/Disability Specialist

#### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	<b>M</b>	F	M	F	M	F	M	F	M	F	U
Total Applicants	6	1	5	<b>0</b>	5	<b>0</b>	0	0	0	0	0	1	0	0	0	0
Not Qualified	2	1	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	1	0	0	0	0
Total Qualified	4	0	4	<b>0</b>	4	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	0	3	<b>0</b>	3	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	3	0	3	<b>0</b>	3	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received six (6) applications for this position. Of which, there were 0WM and 0BM goal candidates.

The region did not achieve a goal with the hire of **one White female** who met the minimum and preferred qualifications and was selected based on their performance during the interview.

### 10. Assistant Professor/PC Fieldwork Coordinator Occupational Therapy

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Bachelor's Degree in the discipline or a related field. Certified Occupational Therapy Assistant who is licensed in the State of Connecticut or eligible. Two (2) years clinical experience

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in the practice area of mental health or physical dysfunction. One (1) year as a Fieldwork Educator

### Preferred Qualifications:

- Master's degree in the discipline or a related field.
- One (1) or more years' experience teaching at a community college courses (24+ credits).
- Membership in Professional Occupational Therapy Organizations (AOTA, ConnOTA)
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with curriculum development, and program assessment and evaluation.
- Experience with reflective, interactive pedagogical teaching techniques.

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	10	1	9	<b>0</b>	9	<b>1</b>	0	0	0	0	0	0	0	0	0	0
Not Qualified	8	0	8	<b>0</b>	8	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	1	1	<b>0</b>	1	<b>1</b>	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	1	1	<b>0</b>	1	<b>1</b>	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	2	1	1	<b>0</b>	1	<b>1</b>	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received ten (10) applications for this position. Of which, there were 0WM and 1BM goal candidates.

Of the two (2) applicants who possessed the minimum and preferred qualifications and were selected for interview there was 1BM goal candidate.

The 1BM was not selected for the position based upon the following:

- 1BM did not indicate membership in any of the available professional organizations (AOTA or ConnOTA). He did not possess an understanding of credentialing requirements or the steps and need of maintaining credentials as an occupational therapist assistant. It was noted that his COTA/L credentials had lapsed and were not up to date. He does not possess any experiences within higher education apart from being a student. He did not reference the ACOTE standards during his interview and was not personally familiar with the MCC OTA Program from either the perspective of a student or fieldwork educator. He did not demonstrate an understanding of the mission of the community college system as his response indicated that the Community College is affordable, helps for the transition to a four-year institution, and provides hands on learning. He was unable to answer the question regarding the additional responsibilities required in such an academic position other than the need for networking. He only discussed equity and inclusion in terms of cultural competence and provided a good example of the need for cultural competence in clinical practice. However, although he spoke to patience and the need to consider the perspective of others, he did not speak to equity or inclusion, nor did he speak to teaching in a diverse classroom or creating an inclusive environment. He has only used Blackboard and Canvas applications as a student. He also did not appear to have an understanding of the definition of a hybrid course, requesting clarification.

The region did not achieve a goal with the hire of **one White female** who met the minimum and



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preferred qualifications.

The WF was selected based upon the following:

- 1WF is a COTA/L and is licensed by the State of CT and maintains NBCOT certification. She described membership with AOTA, ConnOTA and the Brain Injury Association of CT. She has extensive teaching experience with children and adult learners. She has taught various programmatic courses at MCC since 2018. She provided a historical perspective of her experience with fieldwork placements through her experience as a student in the MCC OTA program in 2014, then volunteering as a FWE since 2016, primarily for MCC OTA fieldwork students, and currently working as interim fieldwork coordinator in the MCC OTA Program. She referenced and understanding and her involvement of NECHE and ACOTE accreditation process and referenced the ACOTE Standards that guide the OTA curriculum. She also works per diem work at Mt. Sinai Rehabilitation Hospital. She has an understanding of the community college mission, discussing access, excellence, and relevance as it pertains to both the College and the Program. She discussed the diversity of the student body emphasizing the opportunities that the community college affords students. She has strong experiences working with first generation and underserved populations as well as the unique strengths and challenges of these populations. She reflected on her teaching practices and willingness to adapt her instructional methods to the unique learning needs of all students. She discussed diversity, equity and inclusion and provided a clear description and understanding of these concepts, distinctly describing her experience teaching diverse backgrounds. She articulated the possession of time management, organizational skills & flexibility as well as collaborative skills.

### 11. Assistant Professor Visual Arts

**Position Summary:** All teaching faculty members shall: Prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date; respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); perform divisional departmental responsibilities in the selection of texts and related teaching resources; and other teaching and related duties as outlined in the Congress Collective Bargaining Agreement.

Community College Professionals and Faculty are expected to have excellent teaching, oral and written communication skills along with strong Information technology literacy skills in applications such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Master of Fine Arts (MFA) or similar master's degree in the Fine Arts or Visual Arts. Four (4) years college teaching experience (96+ credits).

**Preferred Qualifications:**

- Two (2) or more years' related experience teaching at a community college (24+ credits)
- Three (3) or more years of experience teaching with art/visual arts with technology.
- Experience with online instruction and delivery methods using platforms such as Blackboard.
- Experience with reflective, interactive pedagogical teaching techniques.

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### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	<b>M</b>	F	M	F	M	F	M	F	M	F	U
Total Applicants	41	15	21	<b>10</b>	14	<b>1</b>	1	1	1	1	1	1	0	1	4	5
Not Qualified	20	2	16	<b>1</b>	10	<b>0</b>	1	1	1	0	1	0	0	0	3	2
Total Qualified	21	13	5	<b>9</b>	4	<b>1</b>	0	0	0	1	0	1	0	1	1	3
Qual. No Interview	10	10	0	<b>9</b>	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	11	3	5	<b>0</b>	4	<b>0</b>	0	0	0	1	0	1	0	1	1	3
Withdrew	1	0	1	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	1	0
Interviewed	10	3	4	<b>0</b>	4	<b>0</b>	0	0	0	1	0	1	0	1	0	3
Offered	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-one (41) applications for this position. Of which, there were 10WM and 1BM goal candidates.

Of the forty-one (41) total applicants there were twenty (20) deemed not qualified including 1WM goal candidate.

- 1WM did not possess a master’s degree in fine arts

Of the remaining twenty-one (21) candidates deemed qualified (10) did not meet the preferred qualifications in including 9WM and 1BM goal candidates.

- 9WM did not possess two (2) or more years' related experience teaching at a community college (24+ credits) teaching experience.
- 1BM did not possess two (2) or more years' related experience teaching at a community college (24+ credits) teaching experience

The region did not achieve a goal with the hire of **one White female** who met the minimum, including the required masters degree, and preferred qualifications, including the two (2) or more years’ related experience teaching at a community college (24+ credits) teaching experience and was selected based on their performance during the interview.

## Instructor

- **Goals:** 1WM
- **Hires:** 3WM, 6WF, 3BM, 1BF, 2HF, 1AF, 1TMF
- **Goal Achievement:** The region achieved 100% of goals established in this category.

### 1. Instructor – English/Philosophy

#### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	<b>M</b>	F	M	F	M	F	M	F	M	F	U
Total Applicants	68	36	23	<b>31</b>	17	<b>1</b>	3	2	0	0	1	0	1	2	1	9
Not Qualified	62	33	21	<b>28</b>	15	<b>1</b>	3	2	0	0	1	0	1	2	1	8
Total Qualified	6	3	2	<b>3</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	1
Qual. No Interview	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	6	3	2	<b>3</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	1
Withdrew	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0
Interviewed	6	3	2	<b>3</b>	2	<b>0</b>	0	0	0	0	0	0	0	0	0	1

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Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty-eight (68) applications for this position. The region achieved the WM goal established for this category with the hire of **one White male**.

**With this hire, the Region achieved its only goal established in this category. There are no longer goal candidates in the remaining searches.**

### 2. Instructor Biology

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	45	17	25	<b>9</b>	<b>14</b>	0	3	2	1	5	5	0	0	1	2	3
Not Qualified	14	4	9	<b>4</b>	<b>4</b>	0	1	0	0	0	2	0	0	0	2	1
Total Qualified	31	13	16	<b>5</b>	<b>10</b>	0	2	2	1	5	3	0	0	1	0	2
Qual. No Interview	22	13	8	<b>5</b>	<b>5</b>	0	2	2	0	5	1	0	0	1	0	1
Qual. Rec. Interview	9	0	8	<b>0</b>	<b>5</b>	0	0	0	1	0	2	0	0	0	0	1
Withdrew	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	0	8	<b>0</b>	<b>5</b>	0	0	0	1	0	2	0	0	0	0	1
Offered	3	0	3	<b>0</b>	<b>2</b>	0	0	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Hired	3	0	3	<b>0</b>	<b>2</b>	0	0	0	1	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-five (45) applications for this position. Of which, there were zero goal candidates as this goal was previously achieved.

The region did not achieve goals with the hire of **two White females and one Hispanic female**.

- 1WF possessed two (2) years' college level teaching experience in microbiology, genetics or biochemistry, experience using Blackboard Learn as part of the teaching experience, experience working with multiple constituencies and with adjunct faculty teaching similar courses. She has utilized a computer, various instructional applications, and technology as teaching tools. She demonstrated her ability to document, evaluate, and assess student learning. Her teaching demonstration was very well organized, clear, and easy to follow on a very complex foundational concept. It included visuals as well as an interactive online component (Menti survey) with positive and educational response to incorrect answers during the interactive survey and received an overall rating of excellent.
- 1WF possessed two (2) years' college level teaching experience in microbiology, genetics or biochemistry, experience using Blackboard Learn as part of the teaching experience, experience working with multiple constituencies and with adjunct faculty teaching similar courses. She has utilized a computer, various instructional applications, and technology as a teaching tool. Her teaching presentation demonstrated how she would use a flipped classroom technique while teaching on-line and eloquently described diversity and gave examples of how she would incorporate it into her biology lessons.
- 1HF possessed two (2) years' college level teaching experience in microbiology, genetics or biochemistry, experience using Blackboard Learn as part of the teaching experience, experience working with multiple constituencies and with adjunct faculty teaching similar courses. She has utilized a computer, various instructional applications, and technology as teaching tools. Her

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teaching style and approach to answering interview questions was very student-centered, and she presented an engaging, and interactive teaching demonstration. She described having positive collaborations with colleagues in and out of the department where she works and is familiar with Connecticut Community Colleges, as she has worked at Capital CC. Her discussion addressed how Microbiology is her area of expertise, culture media use and DNA technology and how to successfully incorporate into a Microbiology course.

### 3. Instructor – Psychology

#### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	31	12	19	8	12	3	1	0	1	0	1	1	2	0	2	0
Not Qualified	5	2	3	2	2	0	0	0	0	0	0	0	1	0	0	0
Total Qualified	26	10	16	6	10	3	1	0	1	0	1	1	1	0	2	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	26	10	16	6	10	3	1	0	1	0	1	1	1	0	2	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	26	10	16	6	10	3	1	0	1	0	1	1	1	0	2	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty-one (31) applications for this position. The region did not achieve a goal with the hire of **one Black male**.

### 4. Instructor – Business

#### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	20	7	10	3	7	2	1	0	0	0	1	0	1	2	0	3
Not Qualified	4	1	2	0	2	1	0	0	0	0	0	0	0	0	0	1
Total Qualified	16	6	8	3	5	1	1	0	0	0	1	0	1	2	0	2
Qual. No Interview	7	2	4	0	1	0	1	0	0	0	1	0	1	2	0	1
Qual. Rec. Interview	9	4	4	3	4	1	0	0	0	0	0	0	0	0	0	1
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	4	4	3	4	1	0	0	0	0	0	0	0	0	0	1
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty (20) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White female**.

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### 5. Instructor Biology

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	26	10	15	4	10	0	2	1	0	1	2	1	0	3	1	1
Not Qualified	9	5	4	1	3	0	1	1	0	0	0	0	0	3	0	0
Total Qualified	17	5	11	3	7	0	1	0	0	1	2	1	0	0	1	1
Qual. No Interview	10	3	7	3	4	0	0	0	0	0	2	0	0	0	1	0
Qual. Rec. Interview	7	0	4	0	3	0	1	0	0	1	0	1	0	0	0	1
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	7	2	4	0	3	0	1	0	0	1	0	1	0	0	0	1
Offered	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-six (26) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White female**.

### 6. Instructor English

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	55	21	26	15	23	1	0	2	0	1	1	1	0	1	2	8
Not Qualified	8	4	4	3	3	0	0	0	0	1	0	0	0	0	1	0
Total Qualified	47	17	22	12	20	1	0	2	0	0	1	1	0	1	1	8
Qual. No Interview	34	14	14	10	13	0	0	2	0	0	1	1	0	1	0	6
Qual. Rec. Interview	13	3	8	2	7	1	0	0	0	0	0	0	0	0	1	2
Withdraw	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0
Interviewed	11	3	6	2	5	1	0	0	0	0	0	0	0	0	1	2
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-five (55) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White male**.

### 7. Instructor Chemistry

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	13	4	9	2	3	1	0	1	0	0	4	0	0	0	2	0
Not Qualified	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Total Qualified	12	3	9	2	3	1	0	0	0	0	4	0	0	0	2	0
Qual. No Interview	6	1	5	1	2	0	0	0	0	0	2	0	0	0	1	0
Qual. Rec. Interview	6	2	4	1	1	1	0	0	0	0	2	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	2	4	1	1	1	0	0	0	0	2	0	0	0	1	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

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We received thirteen (13) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Black male**.

### 8. Instructor Computer Science

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	11	5	6	5	2	0	1	0	0	0	2	0	0	0	1	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	11	5	6	5	2	0	1	0	0	0	2	0	0	0	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	11	5	6	5	2	0	1	0	0	0	2	0	0	0	1	0
Withdraw	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0
Interviewed	9	4	5	4	2	0	1	0	0	0	1	0	0	0	1	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eleven (11) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White male**.

### 9. Instructor Business

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	18	11	6	7	2	2	0	1	1	0	1	0	2	1	0	1
Not Qualified	2	1	1	0	0	0	0	0	0	0	1	0	0	1	0	0
Total Qualified	16	10	5	7	2	2	0	1	1	0	0	0	2	0	0	1
Qual. No Interview	7	5	2	4	1	0	0	1	0	0	0	0	1	0	0	0
Qual. Rec. Interview	9	5	3	3	1	2	0	0	1	0	0	0	1	0	0	1
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	9	5	3	3	1	2	0	0	1	0	0	0	1	0	0	1
Offered	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received eighteen (18) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Hispanic female**.

### 10. Instructor Mathematics

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	13	8	5	3	2	1	0	1	1	2	2	0	0	1	0	0
Not Qualified	3	2	1	0	1	0	0	1	0	1	0	0	0	0	0	0
Total Qualified	10	6	4	3	1	1	0	0	1	1	2	0	0	1	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	10	6	4	3	1	1	0	0	1	1	2	0	0	1	0	0
Withdraw	5	2	3	0	0	0	0	0	1	1	2	0	0	1	0	0
Interviewed	5	4	1	3	1	1	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

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Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirteen (13) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Black male**.

### 11. Instructor English

#### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	290	118	147	94	113	2	7	7	5	4	8	4	1	7	13	25
Not Qualified	123	49	64	35	49	2	3	5	3	1	1	1	0	5	8	10
Total Qualified	167	69	83	59	64	0	4	2	2	3	7	3	1	2	5	15
Qual. No Interview	151	64	73	55	56	0	4	2	2	3	6	2	1	2	4	14
Qual. Rec. Interview	16	5	10	4	8	0	0	0	0	0	1	1	0	0	1	1
Withdraw	4	2	2	1	2	0	0	0	0	0	0	1	0	0	0	0
Interviewed	12	3	8	3	6	0	0	0	0	0	1	0	0	0	1	1
Offered	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received two hundred-ninety (290) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Pacific Islander female**.

### 12. Instructor Mathematics

#### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	34	15	18	9	13	2	1	1	0	1	1	0	1	2	2	1
Not Qualified	13	5	8	3	7	1	0	1	0	0	0	0	0	0	1	0
Total Qualified	21	10	10	6	6	1	1	0	0	1	1	0	1	2	1	1
Qual. No Interview	15	9	6	5	4	1	0	0	0	1	1	0	0	2	1	0
Qual. Rec. Interview	6	1	4	1	2	0	1	0	0	0	0	0	1	0	0	1
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	1	4	1	2	0	1	0	0	0	0	0	1	0	0	1
Offered	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty-four (34) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Two or More female**.

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### 13. Instructor Visual Arts

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	23	11	11	7	9	0	0	0	1	1	0	1	0	2	1	1
Not Qualified	11	4	6	1	5	0	0	0	1	1	0	1	0	1	0	1
Total Qualified	12	7	5	6	4	0	0	0	0	0	0	0	0	1	1	0
Qual. No Interview	6	4	2	3	2	0	0	0	0	0	0	0	0	1	0	0
Qual. Rec. Interview	6	3	3	3	2	0	0	0	0	0	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	6	3	3	3	2	0	0	0	0	0	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-three (23) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White female**.

### 14. Instructor English and Communications

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	51	12	32	11	23	0	2	0	1	0	5	0	0	1	1	7
Not Qualified	33	5	23	4	15	0	1	0	1	0	5	0	0	1	1	5
Total Qualified	18	7	9	7	8	0	1	0	0	0	0	0	0	0	0	2
Qual. No Interview	10	5	5	5	4	0	1	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	8	2	4	2	4	0	0	0	0	0	0	0	0	0	0	2
Withdraw	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed	7	2	3	2	3	0	0	0	0	0	0	0	0	0	0	2
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-one (51) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one White female**.

### 15. Instructor English

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	105	37	57	32	38	3	5	0	4	1	7	0	2	1	1	11
Not Qualified	54	17	30	17	20	0	3	0	2	0	3	0	2	0	0	7
Total Qualified	51	20	27	15	18	3	2	0	2	1	4	0	0	1	1	4
Qual. No Interview	36	11	22	7	14	3	1	0	2	0	4	0	0	1	1	3
Qual. Rec. Interview	15	9	5	8	4	0	1	0	0	1	0	0	0	0	0	1
Withdraw	4	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0
Interviewed	11	9	1	8	0	0	1	0	0	1	0	0	0	0	0	1
Offered	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.



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We received one hundred and five (105) applications for this position. All other goals were previously achieved for this category. The region did not achieve a goal with the hire of **one Black female**.

### Professional Non-Faculty

- **Goals:** 4WF, 2HM, 3AM
- **Hires:** 11WM, 32WF, 7BM, 7BF, 3HM, 16HF, 1AF
- **Goal Achievement:** Six (6) out of nine (9) goals were achieved or 67%.

#### 1. Campus Advising Lead

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	56	16	38	11	26	3	3	1	3	<b>0</b>	<b>1</b>	1	1	0	4	2
Not Qualified	38	11	27	8	19	1	3	1	1	<b>0</b>	<b>1</b>	1	1	0	2	0
Total Qualified	18	5	11	3	7	2	0	0	2	<b>0</b>	<b>0</b>	0	0	0	2	2
Qual. No Interview	4	0	4	0	3	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	1	0
Qual. Rec. Interview	14	5	7	3	4	2	0	0	2	<b>0</b>	<b>0</b>	0	0	0	1	2
Withdrawn	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	14	5	7	3	4	2	0	0	2	<b>0</b>	<b>0</b>	0	0	0	1	2
Offered	3	0	3	0	3	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	1	0	1	0	1	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	2	0	2	0	2	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-six (56) applications for this position. Of which, there were 26WF, 1HM and 0AM goal candidates.

The agency met 2WF goals with the hires of these 2WF candidates. This achieved 2 of the 4 WF goals established in this category.

#### 2. Guided Pathways Advisor 1

**Position Summary:** The Guided Pathways Advisor I provides advising, support, mentoring, and guidance to students under the Holistic Case Management Advising (HCMA) policy and resultant Guided Pathways Advising (GPA) program. Guided Pathways Advisors serve as the primary point of contact for students from admission to completion. Advisors support students in the creation of an academic and career plan and are responsible for monitoring student progress on their plan, conducting outreach, and providing and coordinating resources, referrals, and support to facilitate student retention and completion and eliminate equity gaps that exist for Black, LatinX, and other marginalized students. Incumbents must possess a proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams, etc.) Incumbents are expected to work independently and collaboratively to manage workload and meet deadlines.

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSU email system distribution list

**Minimum Qualifications:** A Bachelor’s Degree and one (1) year of work experience OR A Masters’ Degree; or a combination of education, training, and experience which would lead to the competencies

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required for successful performance of the position’s essential duties.

- Programs and strategies to support first-generation, low-income, non-traditional, minoritized, and at-risk students,
- Utilizing technology for day-to-day tasks.

**Preferred Qualifications:**

- Supporting students in academic goal setting and career planning.
- Two (2) years’ experience with academic advising, enrollment management, student affairs, and/or case management.
- Using educational and/or case management technology platforms.
- Supporting students or clients in overcoming personal or academic challenges.
- Experience using data to improve services.
- Developing and delivering programming for students.
- Conducting intakes and making referrals.
- Bilingual.

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	51	10	38	6	<b>28</b>	1	3	1	3	0	1	2	0	0	3	3
Not Qualified	29	3	23	2	<b>18</b>	0	1	0	1	0	1	1	0	0	2	3
Total Qualified	22	7	15	4	<b>10</b>	1	2	1	2	0	0	1	0	0	1	0
Qual. No Interview	7	3	4	3	<b>4</b>	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	15	4	11	1	<b>6</b>	1	2	1	2	0	0	1	0	0	1	0
Withdrew	1	1	0	0	<b>0</b>	0	0	1	0	0	0	0	0	0	0	0
Interviewed	14	3	11	1	<b>6</b>	1	2	0	2	0	0	1	0	0	1	0
Offered	6	1	3	0	<b>3</b>	1	0	0	2	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Hired	6	1	3	0	<b>3</b>	1	0	0	2	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-one (51) applications for this position. Of which, there were 28WF, 1HM and 0AM goal candidates. The Region achieved the remaining 2WF goals established in this category with these hires. WF candidates are not justified for the remainder of this search.

Of the total twenty-two (22) qualified candidates, there was 10WF and 1HM goal candidate.

- Seven (7) candidates were qualified, including 3WF goal candidates.
- Fifteen (15) candidates were qualified and recommended for interview based on their qualifications, including 6WF and 1HM goal candidate.
  - The HM goal candidate was offered an interview but withdrew his application prior to the interview.
- The region hired 3WF which achieved the remaining two (2) goals for White females established in the category.
- The region did not achieve goals with the hires of 2HF and 1BM who met the minimum and preferred qualifications. There were no remaining goal candidates in the pool.

**Goals for WF were achieved. Remaining goals were 2HM, 3AM**

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### 3. Enrollment Services Assistant

**Position Summary:** The Enrollment Services/Admissions Advising Assistant performs a full range of operations and administrative tasks in support of the Admissions Office at a Connecticut Community College. The College serves a diverse and complex student body which includes those pursuing two-year liberal arts degrees, as well as those working for specialized occupational and career certifications. The position provides support in admissions advisement, including enrollment and curriculum information, to prospective and current students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Bachelor’s degree in education, counseling, communication, or an appropriately related field; or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position’s essential duties.

- Experience in office administration including competence in use of personal computers with word processing and spreadsheet software applications as well as College databases and processing programs.
- Experience in admissions advising or serving students and applicants.
- Knowledge and understanding of undergraduate academic enrollment requirements.

**Preferred Qualifications:**

- One (1) or more years’ experience in admissions, student recruitment, or a related field.
- One (1) or more years’ experience in college databases and processing programs e.g., Banner and CRM Recruit.

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	63	14	43	5	20	4	8	<b>3</b>	10	<b>1</b>	2	1	2	0	1	6
Not Qualified	41	9	27	3	14	3	6	<b>2</b>	5	<b>1</b>	0	0	2	0	0	5
Total Qualified	22	5	16	2	6	1	2	<b>1</b>	5	<b>0</b>	2	1	0	0	1	1
Qual. No Interview	5	2	3	1	0	0	1	<b>0</b>	1	<b>0</b>	1	1	0	0	0	0
Qual. Rec. Interview	17	3	13	1	6	1	1	<b>1</b>	4	<b>0</b>	1	0	0	0	1	1
Withdrew	3	0	3	0	1	0	0	<b>0</b>	1	<b>0</b>	1	0	0	0	0	0
Interviewed	14	3	10	1	5	1	1	<b>1</b>	3	<b>0</b>	0	0	0	0	1	1
Offered	6	2	4	0	1	1	0	<b>1</b>	3	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0
Hired	6	2	4	0	1	1	0	<b>1</b>	3	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty-three (63) applications for this position. Of which, there were 3HM and 1AM goal candidates.

Of the sixty-three (63) applicants there were forty-one (41) who were not qualified including 2HM and 1AM goal candidate.

- 1AM did not possess experience in office administration including competence in use of

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personal computers with word processing and spreadsheet software applications as well as College databases and processing programs; experience advising students and applicants regarding academic courses appropriate for their preparation and career goals; knowledge and understanding of undergraduate academic enrollment requirements; one (1) or more years' experience in admissions, student recruitment, or a related field; or one (1) or more years' experience in college databases and processing programs e.g., Banner and CRM Recruit.

- 2HM did not possess a degree in a related field of education, counseling, or communications.

Twenty-two (22) candidates were deemed qualified, including the remaining 1HM goal candidate:

- Of these, five (5) were not recommended for interview based on their not meeting one or more of the preferred qualifications, including zero (0) goal candidates.
- The remaining seventeen (17) qualified candidates possessed the minimum and preferred qualifications and were recommended for interviews, including 1HM goal candidate.

The region met a goal with the hire of **one (1) Hispanic male**. With this hire, the region achieved the **first (1) of two (2) Hispanic male goals** in the category.

The region did not achieve a goal with the hires of the **one (1) White female, one (1) Black male, and three (3) Hispanic females**. These candidates were chosen because they met the minimum and preferred qualifications as well as their interview.

### 4. Guided Pathways Advisor 2

**Position Summary:** The Guided Pathways Advisor II provides advising, support, mentoring, and guidance to an adjusted case load of students under the Holistic Case Management Advising (HCMA) policy and resultant Guided Pathways Advising (GPA) program. Guided Pathways Advisors serve as the primary point of contact for students from admission to completion. Advisors support students in the creation of an academic and career plan and are responsible for monitoring student progress on their plan, conducting outreach, and providing and coordinating resources, referrals, and support to facilitate student retention and completion and eliminate equity gaps that exist for Black, LatinX, and other marginalized students.

Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSU email system distribution list.

#### **Minimum Qualifications:**

Masters' Degree in education, counseling, student development, social work, enrollment management or related field with one (1) year of professional experience in academic advising, counseling, or related area.

#### **Successful Candidate must have or must possess:**

- Supporting students in academic goal setting and career planning.
- Working with student populations similar to those served by community colleges.
- Experience with programs and strategies that support first-generation, low-income, non-traditional, minoritized/marginalized, or at-risk students.

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### Preferred Qualifications:

- Two (2) years of supervisory experience.
- Developing and/or leading academic advising programming.
- Using educational technology such as, student information systems, student success and/or academic advising platforms.
- Data collection, analysis, and reporting.
- Bilingual or Multilingual.
- Advising and/or retention programs based on national best-practices such as, Guided Pathways, Achieving the Dream, etc.

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	211	49	141	28	84	9	24	<b>6</b>	<b>19</b>	<b>1</b>	<b>3</b>	2	4	3	7	21
Not Qualified	144	35	99	22	54	4	17	<b>5</b>	<b>16</b>	<b>1</b>	<b>3</b>	2	4	1	5	10
Total Qualified	67	14	42	6	30	5	7	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	0	0	2	2	11
Qual. No Interview	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	67	14	42	6	30	5	7	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	0	0	2	2	11
Withdrew	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	67	14	42	6	30	5	7	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	0	0	2	2	11
Offered	5	2	3	0	3	1	0	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	5	2	3	0	3	1	0	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received two hundred and eleven (211) applicants of which there was 6HM and 1AM goal candidates. Through this search, the region achieved its remaining 1HM goal candidate.

Of the two hundred and eleven (211) applicants there were one hundred and forty-four (144) applicants who were not qualified as they did not meet one or more of the required qualifications, including 5HM and 1AM goal candidate. The HM goal candidates are not explained as this search achieved the final HM goal for this category.

- 1AM did not possess a bachelor's degree and one (1) year of work experience OR A Masters' Degree

Sixty-seven (67) candidates met the minimum qualifications and were deemed qualified, including the remaining 1HM goal candidate. All 67 were interviewed.

The region met a goal with the hire of **one (1) Hispanic male**. With this hire, the region achieved the **second (2) of two (2) Hispanic male goals** in the category.

The region did not achieve a goal with the hire of the **three (3) White females and one (1) Black male** who met minimum and preferred qualifications as well as their performance in the interview. There were no goal candidates remaining in the pool.

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### 5. Guided Pathways Advisor 2 – TRCC

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	19	5	11	3	10	0	1	1	0	<b>0</b>	0	1	0	0	0	3
Not Qualified	5	1	3	0	3	0	0	0	0	<b>0</b>	0	1	0	0	0	1
Total Qualified	14	4	8	3	7	0	1	1	0	<b>0</b>	0	0	0	0	0	2
Qual. No Interview	6	1	4	0	4	0	0	1	0	<b>0</b>	0	0	0	0	0	1
Qual. Rec. Interview	8	3	4	3	3	0	1	0	0	<b>0</b>	0	0	0	0	0	1
Withdrawn	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	8	3	4	3	3	0	1	0	0	<b>0</b>	0	0	0	0	0	1
Offered	2	1	1	1	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received nineteen (19) applications for this position. Of which, there were 0AM goal candidates. All other goal candidates were previously achieved.

The region did not achieve a goal with the hire of this **one (1) White male** who met the minimum and preferred qualifications and was chosen based on his interview.

### 6. Enrollment Services Assistant – TRCC

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	66	17	40	13	22	3	10	1	4	<b>0</b>	0	0	2	0	2	9
Not Qualified	40	10	27	8	13	2	8	0	3	<b>0</b>	0	0	1	0	2	3
Total Qualified	26	7	13	5	9	1	2	1	1	<b>0</b>	0	0	1	0	0	6
Qual. No Interview	12	4	5	3	3	0	0	1	1	<b>0</b>	0	0	1	0	0	3
Qual. Rec. Interview	14	3	8	2	6	1	2	0	0	<b>0</b>	0	0	0	0	0	3
Withdrawn	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	14	3	8	2	6	1	2	0	0	<b>0</b>	0	0	0	0	0	3
Offered	3	0	3	0	1	0	2	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	3	0	3	0	1	0	2	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty (66) applications for this position. Of which, there were 0AM goal candidates. All other goals were previously achieved.

The region did not achieve a goal with the hire of this **one (1) White female** and **two (2) Black females** who met the minimum and preferred qualifications and was chosen based on their interview.

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### 7. Guided Pathways Advisor 1

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	149	41	96	23	56	11	18	3	8	<b>0</b>	2	2	3	2	9	12
Not Qualified	50	13	32	6	19	5	7	0	0	<b>0</b>	2	1	1	1	3	5
Total Qualified	99	28	64	17	37	6	11	3	8	<b>0</b>	0	1	2	1	6	7
Qual. No Interview	62	16	41	11	27	3	5	1	4	<b>0</b>	0	1	1	0	4	5
Qual. Rec. Interview	37	12	23	6	10	3	6	2	4	<b>0</b>	0	0	1	1	2	2
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	37	12	23	6	10	3	6	2	4	<b>0</b>	0	0	1	1	2	2
Offered	2	1	1	0	0	1	0	0	1	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	2	1	1	0	0	1	0	0	1	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received one hundred forty-nine (149) applications for this position. Of which, there were 0AM goal candidates. All other goals for this category were previously achieved.

The region did not achieve a goal with the hire of this **one (1) Black male** and **one (1) Hispanic female** who met the minimum and preferred qualifications and was chosen based on their interview.

### 8. Learning Disability Specialist

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	24	3	20	3	16	0	1	0	0	<b>0</b>	0	0	0	0	3	1
Not Qualified	12	3	9	3	8	0	0	0	0	<b>0</b>	0	0	0	0	1	0
Total Qualified	12	0	11	0	8	0	1	0	0	<b>0</b>	0	0	0	0	2	1
Qual. No Interview	6	0	5	0	3	0	1	0	0	<b>0</b>	0	0	0	0	1	1
Qual. Rec. Interview	6	0	6	0	5	0	0	0	0	<b>0</b>	0	0	0	0	1	0
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	6	0	6	0	5	0	0	0	0	<b>0</b>	0	0	0	0	1	0
Offered	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-four (24) applications for this position. Of which, there were 0AM goal candidates. All other goals were previously achieved.

The region did not achieve a goal with the hire of the **one (1) White female** who met the minimum and preferred qualifications and was chosen based on their interview.

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### 9. Campus Advising Lead

#### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	63	15	39	9	30	4	7	2	1	<b>0</b>	1	0	0	0	0	9
Not Qualified	32	4	25	2	19	2	6	0	0	<b>0</b>	0	0	0	0	0	3
Total Qualified	31	11	14	7	11	2	1	2	1	<b>0</b>	1	0	0	0	0	6
Qual. No Interview	20	7	8	5	6	1	1	1	0	<b>0</b>	1	0	0	0	0	5
Qual. Rec. Interview	11	4	6	2	5	1	0	1	1	<b>0</b>	0	0	0	0	0	1
Withdrawn	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	11	4	6	2	5	1	0	1	1	<b>0</b>	0	0	0	0	0	1
Offered	2	0	2	0	1	0	0	0	1	<b>0</b>	0	0	0	0	0	0
Not Accepted	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty-three (63) applications for this position. Of which, there were 0AM goal candidates. All other goals were previously achieved.

The region did not achieve a goal with the hire of the **one (1) Hispanic female** who met the minimum and preferred qualifications and was chosen based on their interview.

### 10. Enrollment Services -Registration Assistant

#### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	54	7	40	5	14	2	5	0	10	<b>0</b>	4	0	5	0	2	7
Not Qualified	43	7	32	5	10	2	4	0	8	<b>0</b>	3	0	5	0	2	4
Total Qualified	11	0	8	0	4	0	1	0	2	<b>0</b>	1	0	0	0	0	3
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	11	0	8	0	4	0	1	0	2	<b>0</b>	1	0	0	0	0	3
Withdrawn	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	11	0	8	0	4	0	1	0	2	<b>0</b>	1	0	0	0	0	3
Offered	2	0	2	0	0	0	0	0	1	<b>0</b>	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	2	0	2	0	0	0	0	0	1	<b>0</b>	1	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-four (54) applications for this position. Of which, there were 0AM goal candidates. All other goals were previously achieved.

The region did not achieve a goal with the hire of the **one (1) Hispanic female and one (1) American Indian Female** both met the minimum and preferred qualifications and were selected based on their interviews.

### 11. Enrollment Services Assistant

**Position Summary:** The Enrollment Services/Admissions Advising Assistant performs a full range of operations and administrative tasks in support of the Admissions Office at a Connecticut Community College. The College serves a diverse and complex student body which includes those pursuing two-year liberal arts degrees, as well as those working for specialized occupational and career certifications. The position provides support in admissions advisement, including enrollment and curriculum information, to prospective and current students.



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Incumbents must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and student. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSCU email system distribution list

**Minimum Qualifications:** Bachelor’s degree in education, counseling, communication, or an appropriately related field; or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position’s essential duties.

- Experience in office administration including competence in use of personal computers with word processing and spreadsheet software applications as well as College databases and processing programs.
- Experience in admissions advising or serving students and applicants.
- Knowledge and understanding of undergraduate academic enrollment requirements.

**Preferred Qualifications:**

- One (1) or more years’ experience in admissions, student recruitment, or a related field.
- One (1) or more years’ experience in college databases and processing programs e.g., Banner and CRM Recruit.

***(Applicant pool summary (bolded = goal candidates))***

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	113	30	83	14	38	7	15	3	12	<b>3</b>	2	2	3	1	13	0
Not Qualified	63	21	42	9	18	7	7	2	5	<b>2</b>	1	0	2	1	9	0
Total Qualified	50	9	41	5	20	0	8	1	7	<b>1</b>	1	2	1	0	4	0
Qual. No Interview	5	1	4	0	1	0	2	0	1	<b>1</b>	0	0	0	0	0	0
Qual. Rec. Interview	45	8	37	5	19	0	6	1	6	<b>0</b>	1	2	1	0	4	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	45	8	37	5	19	0	6	1	6	<b>0</b>	1	2	1	0	4	0
Offered	5	1	4	0	3	1	1	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	5	1	4	0	3	1	1	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received one hundred and thirteen (113) applications for this position. Of which, there were 3AM goal candidates. All other goals in the category were previously achieved.

Of the one hundred and thirteen (113) applications for this position, sixty-three (63) applicants were deemed not qualified as they did not meet the minimum qualifications including 2AM goal candidate.

- 2AM did not possess the required bachelor’s degree.

Of the remaining fifty (50) applicants deemed qualified, five (5) did not possess the preferred qualifications, including 1AM goal candidate.

- 1AM did not possess either of the two (2) preferred qualifications.

The region did not achieve a goal with the hire of three (3) **White females**, one (1) **Black male**, and one (1) **Black Female** who met all of the minimum and the two (2) preferred qualifications and were selected based on their interviews.

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### 12. Guided Pathways Advisor 1

*(Applicant pool summary (bolded = goal candidates))*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	114	31	67	18	31	9	21	3	7	<b>0</b>	1	1	2	0	5	16
Not Qualified	93	26	53	16	24	8	19	1	5	<b>0</b>	0	1	0	0	5	14
Total Qualified	21	5	14	2	7	1	2	2	2	<b>0</b>	1	0	2	0	0	2
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	21	5	14	2	7	1	2	2	2	<b>0</b>	1	0	2	0	0	2
Withdraw	6	1	4	0	1	0	1	1	2	<b>0</b>	0	0	0	0	0	1
Interviewed	15	4	10	2	6	1	1	1	0	<b>0</b>	1	0	2	0	0	1
Offered	4	1	3	0	2	0	0	1	0	<b>0</b>	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	4	1	3	0	2	0	0	1	0	<b>0</b>	1	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received one hundred-fourteen (114) applications for this position. Of which, there were 0AM goal candidates. All other goals were previously achieved for this category.

The region did not achieve a goal with the hire of the **two (2) White females, one (1) Hispanic male, and one (1) Asian female** candidates who all met the minimum and preferred qualifications and were selected based on their interviews.

### 13. Guided Pathways Advisor 1

*(Applicant pool summary (bolded = goal candidates))*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	24	7	17	5	11	2	3	0	1	<b>0</b>	0	0	1	0	1	0
Not Qualified	13	2	11	2	6	0	3	0	0	<b>0</b>	0	0	1	0	1	0
Total Qualified	11	5	6	3	5	2	0	0	1	<b>0</b>	0	0	0	0	0	0
Qual. No Interview	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	10	5	5	3	4	2	0	0	1	<b>0</b>	0	0	0	0	0	0
Withdraw	2	0	2	0	1	0	0	0	1	<b>0</b>	0	0	0	0	0	0
Interviewed	8	3	3	3	3	2	0	0	0	<b>0</b>	0	0	0	0	0	0
Offered	4	2	2	2	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	4	2	2	2	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-four (24) applicants for this position of which, there were 0AM goal candidates. All other goals for this category were previously achieved.

The region did not achieve a goal with the hire of the **two (2) White males and two (2) White females** who all met the minimum and preferred qualifications and were selected based on their interview.

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### 14. Guided Pathways Advisor MCC

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	69	25	44	14	16	4	10	2	6	<b>0</b>	1	3	1	2	10	0
Not Qualified	43	19	24	12	8	2	7	2	2	<b>0</b>	0	2	0	1	7	0
Total Qualified	26	6	20	2	8	2	3	0	4	<b>0</b>	1	1	1	1	3	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	26	6	20	2	8	2	3	0	4	<b>0</b>	1	1	1	1	3	0
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	26	6	20	2	8	2	3	0	4	<b>0</b>	1	1	1	1	3	0
Offered	10	2	8	1	3	1	2	0	4	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	10	2	8	1	3	1	2	0	4	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty-nine (69) applications for this position. Of which, there were 0AM goal candidates. All other goals for this category were previously achieved.

The region did not achieve a goal with the hire of the **one (1) White male, three (3) White females, one (1) Black male, two (2) black females, and four (4) Hispanic females**, who all met the minimum and preferred qualifications and were selected based on their interview.

### 15. Financial Aid Specialist

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	10	3	7	1	2	0	1	0	1	<b>0</b>	1	1	0	1	2	0
Not Qualified	6	2	4	0	2	0	0	0	1	<b>0</b>	1	1	0	1	0	0
Total Qualified	4	1	3	1	0	0	1	0	0	<b>0</b>	0	0	0	0	2	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	4	1	3	1	0	0	1	0	0	<b>0</b>	0	0	0	0	2	0
Withdraw	1	0	1	0	0	0	1	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	3	1	2	1	0	0	0	0	0	<b>0</b>	0	0	0	0	2	0
Offered	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received ten (10) applications for this position. Of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The region did not achieve a goal with the hire of the **one (1) White male** who met the minimum and preferred qualifications and were selected based on their interview.

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### 16. Librarian – Reference

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	30	9	18	8	15	0	0	0	2	<b>0</b>	<b>0</b>	1	0	0	1	3
Not Qualified	19	3	13	3	11	0	0	0	1	<b>0</b>	<b>0</b>	0	0	0	0	3
Total Qualified	11	6	5	5	4	0	0	0	1	<b>0</b>	<b>0</b>	1	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	11	6	5	5	4	0	0	0	1	<b>0</b>	<b>0</b>	1	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	11	6	5	5	4	0	0	0	1	<b>0</b>	<b>0</b>	1	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty (30) applications for this position. Of which, there were 0 AM goal candidates. All other goals in this category were previously achieved.

The region did not achieve a goal with the hire of the **one White male** who met the minimum and preferred qualifications and were selected based on their interview.

### 17. Academic Associate

**Position Summary:** The Academic Associate is responsible for the independent scheduling, set up and maintenance of labs as well as assisting faculty with laboratory instruction to students in the use of lab equipment and in carrying out lab assignments at a Community College. Incumbents provide this support in a specific learning unit or center such as science, technology, and office administration.

Incumbents most possess proven ability to effectively work with a culturally, linguistically, and ethnically, diverse faculty, staff, and students. They are expected to have excellent to oral and written communication skills along with strong information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams, etc.)

**This position was posted on the following sites:** LinkedIn, Glassdoor, Zip Recruiter, Indeed.com, ct.edu, and sent through the CSU email system distribution list

**Minimum Qualifications:** A Bachelor's degree in the assigned academic field or closely related field in addition to one (1) year of related experience, or a combination of education, training, and experience which would lead to the competencies required for successful performance of the position's essential duties.

- Understanding of principles and concepts of the assigned academic discipline.
- Advances experience in set-up, operation, and safety procedures for assigned lab equipment.
- Experience providing tutoring and basic instruction in the assigned academic discipline.
- Experience in basic maintenance of assigned equipment.

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### Preferred Qualifications:

- Two (2) Years of college-level experience working in physical science laboratories: chemistry, physics, astronomy, and earth/environmental science.
- Experience with managing budgets and ordering supplies.
- Knowledge of Vernier (and/or Pasco) equipment and other teaching lab instruments (ultra- violet, infrared, gas, chromatography and spectrometers, basic electronic equipment, telescope)
- Experience in developing and implementing biological and chemical hygiene plans, hazard communications, and conducting in-services laboratory training.
- Working knowledge of OSHA and EPA regulations relating to academic laboratories.
- Certification in laboratory safety compliance and hazardous wastes management.

### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	15	9	6	6	3	0	0	0	0	<b>1</b>	<b>1</b>	0	0	2	2	0
Not Qualified	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Total Qualified	15	9	6	6	3	0	0	0	0	<b>1</b>	<b>1</b>	0	0	2	2	0
Qual. No Interview	4	3	1	2	1	0	0	0	0	<b>1</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	11	6	5	4	2	0	0	0	0	<b>0</b>	<b>1</b>	0	0	2	2	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	11	6	5	4	2	0	0	0	0	<b>0</b>	<b>1</b>	0	0	2	2	0
Offered	1	0	1	0	1	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifteen (15) applicants for this position, and all were deemed qualified. Of which, there was 1AM goal candidates. All other goals in this category were previously achieved.

Four (4) applicants were deemed qualified but not selected for interview including 1AM goal candidate.

- 1AM was not selected for interview because he did not possess four (4) of the preferred qualifications. Specifically, he did not have two years of college-level experience working in physical science laboratories such as: chemistry, physics, astronomy, and earth/environmental science, experience with budgeting and ordering; knowledge of Vernier (and/or Pasco) equipment and other teaching lab instruments (ultra-violet, infrared, gas chromatography and spectrometers, basic electronic equipment, telescope); or certification in laboratory safety compliance and hazardous wastes management.

Eleven (11) applicants were deemed qualified and recommended for interview. All of these candidates met at least four (4) or more of the preferred qualifications. All possessed the two years of college-level experience working in physical science laboratories such as: chemistry, physics, astronomy, and earth/environmental science, experience with budgeting and ordering; knowledge of Vernier (and/or Pasco) equipment and other teaching lab instruments (ultra-violet, infrared, gas chromatography and spectrometers, basic electronic equipment, telescope); or certification in laboratory safety compliance and hazardous wastes management.

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The region did not achieve a goal with the hire of the **one White female** who met the minimum and five preferred qualifications. Specifically, she possessed: Two (2) Years of college-level experience working in physical science laboratories: chemistry, physics, astronomy, and earth/environmental science, Experience with managing budgets and ordering supplies, Knowledge of Vernier (and/or Pasco) equipment and other teaching lab instruments (ultra-violet, infrared, gas, chromatography and spectrometers, basic electronic equipment, telescope); Experience in developing and implementing biological and chemical hygiene plans, hazard communications, and conducting in-services laboratory training; Working knowledge of OSHA and EPA regulations relating to academic laboratories.

During the interview the White Female expressed the following:

Proactively looked at the Mission of the School and related the knowledge of the Mission to the position job description. Experience with a diverse population at graduate school and personal experience as a woman working in STEM and manufacturing Very strong chemistry lab experience – undergrad, graduate, and professional level Demonstrated importance of time management in working as an analytical lab manager in manufacturing position Related importance of planning for week and the need to replenish as the labs occurred during the week. Strong background with lab safety as coordinator/trainer for the lab at current position, knows the OSHA regs for the position, uses a variety of platforms, Teams, emails, texts, and experience with purchasing, budgeting, and requisition.

### 18. Director of Admissions

*(Applicant pool summary (bolded = goal candidates))*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	39	9	28	6	24	1	0	0	2	<b>0</b>	1	0	0	2	1	2
Not Qualified	28	6	20	5	17	0	0	0	2	<b>0</b>	1	0	0	1	0	2
Total Qualified	11	3	8	1	7	1	0	0	0	<b>0</b>	0	0	0	1	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	11	3	8	1	7	1	0	0	0	<b>0</b>	0	0	0	1	1	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	11	3	8	1	7	1	0	0	0	<b>0</b>	0	0	0	1	1	0
Offered	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received thirty-nine (39) applications for this position. Of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The region did not achieve a goal with the hire of **one White Female** who met the minimum and preferred qualifications and were selected based on their interview.

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### 19. Director of Student Activities

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	58	21	32	9	19	8	5	3	1	<b>0</b>	0	0	3	1	4	5
Not Qualified	48	17	27	8	17	7	4	2	0	<b>0</b>	0	0	2	0	4	4
Total Qualified	10	4	5	1	2	1	1	1	1	<b>0</b>	0	0	1	1	0	1
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	10	4	5	1	2	1	1	1	1	<b>0</b>	0	0	1	1	0	1
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	10	4	5	1	2	1	1	1	1	<b>0</b>	0	0	1	1	0	1
Offered	1	0	1	0	0	0	0	0	1	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-eight (58) applications for this position. Of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The region did not achieve a goal with the hire of **one (1) Hispanic Female** who was selected because she met the minimum and preferred qualifications and was selected based on their interview.

### 20. Guided Pathways Advisor 1

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	55	17	35	5	19	2	2	6	2	<b>0</b>	1	1	3	3	8	3
Not Qualified	29	12	16	5	9	1	1	4	1	<b>0</b>	0	0	2	2	3	1
Total Qualified	26	5	19	0	10	1	1	2	1	<b>0</b>	1	1	1	1	5	2
Qual. No Interview	2	1	1	0	0	0	0	1	0	<b>0</b>	1	0	0	0	0	0
Qual. Rec. Interview	24	4	18	0	10	1	1	1	1	<b>0</b>	0	1	1	1	5	2
Withdrew	9	0	7	0	4	0	0	0	1	<b>0</b>	0	0	1	0	1	2
Interviewed	15	4	11	0	6	1	1	1	0	<b>0</b>	0	1	0	1	4	0
Offered	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifty-five (55) applications for this position. Of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) White female**. This candidate was selected based on meeting the required and preferred qualifications and was selected based on their interview.

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### 21. Registration Services Assistant

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	71	15	54	9	40	3	2	0	1	<b>0</b>	0	0	4	3	7	2
Not Qualified	57	11	44	6	35	3	1	0	1	<b>0</b>	0	0	3	2	4	2
Total Qualified	14	4	10	3	5	0	1	0	0	<b>0</b>	0	0	1	1	3	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	14	4	10	3	5	0	1	0	0	<b>0</b>	0	0	1	1	3	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	14	4	10	3	5	0	1	0	0	<b>0</b>	0	0	1	1	3	0
Offered	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received seventy-one (71) applicants for this position of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one White male** who met the minimum and preferred qualifications and were selected based on their interview.

### 22. Librarian

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	60	12	47	7	32	1	3	0	2	<b>0</b>	3	0	0	4	7	1
Not Qualified	36	7	28	5	22	1	1	0	1	<b>0</b>	2	0	0	1	2	1
Total Qualified	24	5	19	2	10	0	2	0	1	<b>0</b>	1	0	0	3	5	0
Qual. No Interview	16	5	11	2	6	0	0	0	1	<b>0</b>	0	0	0	3	4	0
Qual. Rec. Interview	8	0	8	0	4	0	2	0	0	<b>0</b>	1	0	0	0	1	0
Withdrew	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	7	0	7	0	3	0	2	0	0	<b>0</b>	1	0	0	0	1	0
Offered	1	0	1	0	0	0	1	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	0	0	1	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received sixty (60) applicants for this position of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) Black female** who met the minimum and preferred qualifications and were selected based on their interview.



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### 23. Guided Pathways Advisor 1

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	86	24	61	19	48	2	3	2	3	<b>0</b>	2	0	1	1	4	1
Not Qualified	76	23	52	19	39	1	3	2	3	<b>0</b>	2	0	1	1	4	1
Total Qualified	10	1	9	0	9	1	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	10	1	9	0	9	1	0	0	0	<b>0</b>	0	0	0	0	0	0
Withdrew	4	0	4	0	4	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	6	1	5	0	5	1	0	0	0	<b>0</b>	0	0	0	0	0	0
Offered	2	1	1	0	1	1	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	2	1	1	0	1	1	0	0	0	<b>0</b>	0	0	0	0	0	0

We received eighty-six (86) applicants for this position of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) White Female** and **one (1) Black male** who met the minimum and preferred qualifications and were selected based on their interview.

### 24. Director of Non-Credit Programs

**Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	29	13	14	7	9	3	1	2	2	<b>0</b>	1	0	0	1	1	2
Not Qualified	22	9	11	5	8	2	1	2	1	<b>0</b>	1	0	0	0	0	2
Total Qualified	7	4	3	2	1	1	0	0	1	<b>0</b>	0	0	0	1	1	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	7	4	3	2	1	1	0	0	1	<b>0</b>	0	0	0	1	1	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	7	4	3	2	1	1	0	0	1	<b>0</b>	0	0	0	1	1	0
Offered	1	0	1	0	0	0	0	0	1	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	0	0	0	0	1	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received twenty-nine (29) applicants for this position of which, there were 0AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one Hispanic female** who met the minimum and preferred qualifications and were selected based on their interview.

## 25. Guided Pathways Advisor 2

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	49	11	35	5	14	1	1	0	2	<b>0</b>	<b>0</b>	0	1	5	17	3
Not Qualified	39	5	32	1	14	0	1	0	1	<b>0</b>	<b>0</b>	0	1	4	15	2
Total Qualified	10	6	3	4	0	1	0	0	1	<b>0</b>	<b>0</b>	0	0	1	2	1
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	10	6	3	4	0	1	0	0	1	<b>0</b>	<b>0</b>	0	0	1	2	1
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	10	6	3	4	0	1	0	0	1	<b>0</b>	<b>0</b>	0	0	1	2	1
Offered	1	1	0	1	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received forty-nine (49) applicants for this position of which, there were 0 AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one White male** who met the minimum and preferred qualifications and were selected based on their interview.

## 26. Guided Pathways Advisor 1

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	<b>M</b>	<b>F</b>	M	F	M	F	U
Total Applicants	159	35	123	5	27	3	5	1	6	<b>0</b>	<b>2</b>	0	0	26	83	1
Not Qualified	138	31	106	3	21	3	5	1	5	<b>0</b>	<b>1</b>	0	0	24	74	1
Total Qualified	21	4	17	2	6	0	0	0	1	<b>0</b>	<b>1</b>	0	0	2	9	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Qual. Rec. Interview	21	4	17	2	6	0	0	0	1	<b>0</b>	<b>1</b>	0	0	2	9	0
Withdraw	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Interviewed	21	4	17	2	6	0	0	0	1	<b>0</b>	<b>1</b>	0	0	2	9	0
Offered	2	0	2	0	1	0	0	0	1	<b>0</b>	<b>0</b>	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	<b>0</b>	0	0	0	0	0
Hired	2	0	2	0	1	0	0	0	1	<b>0</b>	<b>0</b>	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received one hundred and fifty-nine (159) applicants for this position of which, there were 0 AM goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) White female** and **one (1) Hispanic female** who met the minimum and preferred qualifications and were selected based on their interview.

## 27. Director of Non-Credit Programs - MXCC

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Total Qualified	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1WF** transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

## 28. Director of Advanced Manufacturing

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Total Qualified	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **1WM** transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

## 29. Guided Pathways Advisor

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Total Qualified	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0
Offered	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	8	2	6	2	3	0	1	0	1	<b>0</b>	1	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when this **2WM, 3WF, 1BF, 1HF, and 1AF** transitioned from non-permanent to permanent within her position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

## 30. Guided Pathways Advisor

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Total Qualified	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Qual. Rec. Interview	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Interviewed	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Offered	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	<b>0</b>	0	0	0	0	0	0
Hired	2	0	2	0	2	0	0	0	0	<b>0</b>	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region did not achieve a goal when these two (2) WF employees transferred from other regions within CT State Community College in accordance with the collective bargaining agreement. There were no other applicants in this pool.

## Hartford County – Clerical

- **Goals:** 1WM, 3WF, 1BM
- **Hires:** None
- **Goal Achievement:** N/A

## Hartford County – Paraprofessional

- **Goals:** 1WM, 2WF, 1AF
- **Hires:** None
- **Goal Achievement:** N/A

## Hartford County – Skilled Craft

- **Goals:** 1WM
- **Hires:** 1WM
- **Goal Achievement:** One of one for 100% of the hires in this category met Affirmative action Goals.

### 1. Quality Craft Worker MCC

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	<b>M</b>	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	9	9	0	<b>7</b>	0	0	0	0	0	0	0	2	0	0	0	0
Not Qualified	5	5	0	<b>4</b>	0	0	0	0	0	0	0	1	0	0	0	0
Total Qualified	4	4	0	<b>3</b>	0	0	0	0	0	0	0	1	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	4	4	0	<b>3</b>	0	0	0	0	0	0	0	1	0	0	0	0
Withdrew	3	3	0	<b>2</b>	0	0	0	0	0	0	0	1	0	0	0	0
Interviewed	1	1	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved one of one (1) goals with the hire of **one White male**.

## Hartford County – Service Maintenance

- **Goals:** 3WM, 2WF, 1BF, 1HF
- **Hires:** 2WM
- **Goal Achievement:** Two of two hires met AA goals for 100% of the hires in this category met Affirmative action Goals.

## 1. Maintainer

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	51	48	3	<b>30</b>	<b>2</b>	10	<b>0</b>	0	<b>0</b>	2	1	4	0	2	0	0
Not Qualified	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Total Qualified	51	48	3	<b>30</b>	<b>2</b>	10	<b>0</b>	0	<b>0</b>	2	1	4	0	2	0	0
Qual. No Interview	38	36	2	<b>22</b>	<b>1</b>	7	<b>0</b>	0	<b>0</b>	1	1	4	0	2	0	0
Qual. Rec. Interview	13	12	1	<b>8</b>	<b>1</b>	3	<b>0</b>	0	<b>0</b>	1	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Interviewed	13	12	1	<b>8</b>	<b>1</b>	3	<b>0</b>	0	<b>0</b>	1	0	0	0	0	0	0
Offered	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Hired	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **first (1) of two (2) White male** goals with the hire of **one White male**.

## 2. Skilled Maintainer

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Not Qualified	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Total Qualified	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Qual. Rec. Interview	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Withdrew	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Interviewed	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Offered	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Not Accepted	0	0	0	<b>0</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0
Hired	1	1	0	<b>1</b>	<b>0</b>	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **second (2) of two (2) White males** when this **1WM** transitioned from non-permanent to permanent within his position and in accordance with the collective bargaining agreement. There were no other applicants in this pool.

# Protective Service Hartford

- **Goals:** 1WF, 1BF
- **Hires:** 1WM
- **Goal Achievement:** Zero hires met goals or 0%.

## 1. Police Officer - MCC (Geyer)

### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	3	0	2	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Total Qualified	3	3	0	2	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0
Qual. No Interview	1	1	0	0	<b>0</b>	1	<b>0</b>	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	2	0	2	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Interviewed	2	2	0	2	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	<b>0</b>	0	<b>0</b>	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applicants of which there were 0WF and 0BF goal candidates. The region did not achieve a goal with the hire of **one White male** who met the minimum and preferred qualifications.

# Middlesex County – Clerical

- **Goals:** 2WF
- **Hires:** 1AF
- **Goal Achievement:** Zero of the hires into this category met AA goals or 0%.

## 1. Secretary 2

### **Applicant pool summary (bolded = goal candidates)**

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	168	14	154	10	<b>103</b>	3	21	0	0	0	3	0	10	1	17	0
Not Qualified	154	12	142	8	<b>95</b>	3	18	0	0	0	2	0	10	1	17	0
Total Qualified	14	2	12	2	<b>8</b>	0	3	0	0	0	1	0	0	0	0	0
Qual. No Interview	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	14	2	12	2	<b>8</b>	0	3	0	0	0	1	0	0	0	0	0
Withdrew	5	0	5	0	<b>3</b>	0	2	0	0	0	0	0	0	0	0	0
Interviewed	9	2	7	<b>2</b>	<b>5</b>	0	1	0	0	0	1	0	0	0	0	0
Offered	1	0	1	0	<b>0</b>	0	0	0	0	0	1	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	<b>0</b>	0	0	0	0	0	1	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region received one hundred-sixty-eight (168) applicants, of which there were 103WF goal candidates.

Of the one hundred-sixty-eight (168) applicants, one hundred fifty-four (154) applicants were determined not qualified, including 95WF goal candidates

- 95WF did not possess three (3) years of experience above the routine clerk level in office support or secretarial work, or one (1) year of the general experience at the level of Secretary 1 or its equivalent.

The remaining fourteen (14) candidates who were deemed qualified as they met the minimum and preferred qualifications were offered a first-round interview. Of these, 11 candidates were not selected for second round interviews including 6WF goal candidates

- 3WF withdrew prior to the first-round interviews.
- 1WF was not selected based on their interview. She did not provide specific types of organizational methods but provided details on how she applies these methods to her current work. Indicated that she worked on a time-limited basis, as an interim basis for the Dean's Office. She has limited time with faculty and staff which showed as she failed to provide additional details regarding her role working with faculty and staff in her prior positions. Her answer to the diversity question was vague and she failed to provide an example which was sought by the question. She also did not have any experience with Banner or other educational software programs.
- 1WF was not selected based on their interview. She did not provide an overview of how she organizes daily tasks and did not address her work specifically with faculty and staff. Although she mentioned UConn Health and Trinity, she failed to provide or discuss further details to connect those positions to this position. She did not provide specifics regarding the software that she used in previous positions, but only a general statement about using technology. When asked about teamwork, she did not provide examples of working in a team environment, and only highlighted work as an individual providing assistance to an attorney.
- 1WF was not selected based on their interview. Her work experience was focused on her current position with State Police. She provided no examples in educational experience and background and did not connect prior work to working in an educational environment. She also has no experience with Banner or other university/educational software programs.

Of the remaining three (3) candidates who were selected for second-round interviews, there were 2WF goal candidates.

- 1WF withdrew prior to the second interview.
- 1WF was not selected as she did not have any experience working at a community college and the candidate failed to address how their experience would be transferable to working in a community college setting.

The region did not achieve a goal with the hire of one (1) **Asian Female**.

- 1AF was chosen because of their experience working within a CT Community College and their experience using Banner, databases, and other systems which are particular to CT Community College. Also, this candidate provided examples as part of her responses to interview questions that directly related to this position and the work at a community college.



## Middlesex County – Paraprofessional

- **Goals:** 1WF
- **Hires:** 1WF
- **Goal Achievement:** One of one for 100% of the hires in this category met Affirmative action Goals.

### 1. Continuing Education Aide MXCC (Holzer)

#### *Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	35	9	26	7	<b>14</b>	1	1	0	2	0	2	0	0	1	7	0
Not Qualified	30	8	22	6	<b>10</b>	1	1	0	2	0	2	0	0	1	7	0
Total Qualified	5	1	4	1	<b>4</b>	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	5	1	4	1	<b>4</b>	0	0	0	0	0	0	0	0	0	0	0
Withdrew	3	1	2	1	<b>2</b>	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	0	2	0	<b>2</b>	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	<b>1</b>	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the one (1) of one (1) goals with the hire of **one White female**.

## Middlesex County – Service Maintenance

- **Goals:** 1WF
- **Hires:** None
- **Goal Achievement:** N/A

## New London County – Clerical

- **Goals:** 1WF, 1HF
- **Hires:** 1HF
- **Goal Achievement:** One of one for 100% of the hires in this category met Affirmative action Goals.

## 1. Administrative Assistant TRCC

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	179	27	152	18	<b>100</b>	4	16	2	<b>15</b>	2	9	0	9	1	3	0
Not Qualified	123	20	103	14	<b>70</b>	2	7	1	<b>11</b>	2	6	0	7	1	2	0
Total Qualified	56	7	49	4	<b>30</b>	2	9	1	<b>4</b>	0	3	0	2	0	1	0
Qual. No Interview	44	7	37	4	<b>22</b>	2	7	1	<b>3</b>	0	3	0	1	0	1	0
Qual. Rec. Interview	12	0	12	0	<b>8</b>	0	2	0	<b>1</b>	0	0	0	1	0	0	0
Withdraw	4	0	4	0	<b>2</b>	0	2	0	<b>0</b>	0	0	0	0	0	0	0
Interviewed	8	0	8	0	<b>6</b>	0	0	0	<b>1</b>	0	0	0	1	0	0	0
Offered	1	0	1	0	<b>0</b>	0	0	0	<b>1</b>	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0
Hired	1	0	1	0	<b>0</b>	0	0	0	<b>1</b>	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

The region achieved the **one (1) of one (1)** goal with the hire of **one Hispanic female**.

## New London County – Paraprofessional

- **Goals:** 1WM
- **Hires:** None
- **Goal Achievement:** N/A

## New London County – Service Maintenance

- **Goals:** 1BM, 1HM, 1HF, 1AM
- **Hires:** None
- **Goal Achievement:** N/A

## Windham County – Clerical

- **Goals:** None
- **Hires:** None
- **Goal Achievement:** N/A

## Windham County – Service Maintenance

- **Goals:** 1WM, 1HF
- **Hires:** None
- **Goal Achievement:** N/A

# Promotional Goals Analysis

## Professor

- **Goals:** 24WF, 4HF
- **Hires:** 1WM, 9WF
- **Goal Achievement:** Nine (9) of the ten (10) promotions that occurred into this category achieved AA goals or 90%.

### 1. Professor

*Applicant pool summary (bolded = goal candidates)*

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown			
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U	
Total Applicants	12	1	11	1	<b>11</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Not Qualified	2	0	2	0	<b>2</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Total Qualified	10	1	9	1	<b>9</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	<b>0</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Qual. Rec. Interview	10	1	9	1	<b>9</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	<b>0</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Interviewed	10	1	9	1	<b>9</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Offered	10	1	9	1	<b>9</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	<b>0</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0
Hired	10	1	9	1	<b>9</b>	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following twelve (12) applicants: 1WM and 11WF (Goal Candidates)

In this category, ten (10) employees, **1WM and 9WF** applied for and were recommended by the President and Deans for promotion from Associate Professor to Professor in accordance with the collective bargaining agreement, and promotion and tenure process.

In this category, two (2) employees, 2WF (goal-candidate), applied for and were not approved as they did not meet the qualifications for promotion in accordance with the collective bargaining agreement, and the promotion and tenure process.

## Associate Professor

- **Goals:** 1BM, 3HM, 5AM, 7AF
- **Hires:** 2WM, 3WF, 1AM, 2AF
- **Goal Achievement:** Three (3) of the eight (8) promotions into this category achieved goals or 37.5%.

## 1. Associate Professor

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0
Offered	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	8	3	5	2	3	0	0	0	0	1	2	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following eight (8) applicants: 2WM, 3WF, 1AM (Goal Candidate) and 2AF (Goal Candidates)

In this category, eight (8) employees, **2WM, 3WF, 1AM, and 2AF** applied for and were recommended by the President and Deans for promotion from Associate Professor to Professor in accordance with the collective bargaining agreement, and promotion and tenure process.

## Assistant Professor

- **Goals:** 1WF
- **Promotions:** 1WF and 1BM
- **Goal Achievement:** 1WF goal for 100% of the promotion goals in this category met Affirmative action Goals.

## 1. Assistant Professor

### Applicant pool summary (bolded = goal candidates)

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Withdraw	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

This pool consisted of the following two (2) applicants: 1WF and 1BM

In this category, two (2) employees, **1WF** and **1BM** applied for and were recommended by the President and Deans for promotion from Associate Professor to Professor in accordance with the collective bargaining agreement, and promotion and tenure process. The BM promotion achieved an underutilization of BM in this category that was established as a hiring goal.

# Professional Non-Faculty

- **Goals:** 1WF
- **Promotions:** 2WM, 1WF
- **Goal Achievement:** 1WF goal for 100% of the promotion goals in this category met Affirmative action Goals.

## 1. Executive Assistant

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	6	3	3	3	2	0	0	0	0	0	0	0	0	0	1	0
Not Qualified	5	3	2	3	1	0	0	0	0	0	0	0	0	0	1	0
Total Qualified	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Offered	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received six (6) applicants for this position of which, there were 2WF goal candidates. All other goals in this category were previously achieved.

The Region achieved a goal with the hire of **one (1) White female** who met the minimum and preferred qualifications and were selected based on their interview.

## 2. Police Lieutenant

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Qual. No Interview	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qual. Rec. Interview	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Withdrew	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received three (3) applicants for this position of which, there were 0WF goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) White male** who met the minimum and preferred qualifications and were selected based on their interview.

### 3. Police Master Sargent

	Total			White		Black		Hispanic		AAIANHNPI		Two or More		Unknown		
	Tot	M	F	M	F	M	F	M	F	M	F	M	F	M	F	U
Total Applicants	15	15	0	13	0	1	0	0	0	0	0	0	0	1	0	0
Not Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Qualified	15	15	0	13	0	1	0	0	0	0	0	0	0	1	0	0
Qual. No Interview	10	10	0	8	0	1	0	0	0	0	0	0	0	1	0	0
Qual. Rec. Interview	5	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0
Withdrew	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Offered	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hired	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

\*AAIANHNPI = Asian, American Indian, Alaskan Native, Hawaiian Native, Pacific Islander.

We received fifteen (15) applicants for this position of which, there were 0WF goal candidates. All other goals in this category were previously achieved.

The Region did not meet a goal with the hire of **one (1) White male** who met the minimum and preferred qualifications and were selected based on their interview.

# Promotional Goals Analysis

## 2021 – 2022 PROGRAM GOALS

1. As part of the regionalization and the establishment of the CT State Community College (CSCC) System, the CSCC Capital-East Region sets a goal to establish the practice of including a search committee member from another campus in the Region. This will establish a regional approach to the recruitment and selection process and provide for additional perspectives to advance our recruitment efforts. To that end, the Region, will establish a process for search committees that adds at least one member from another campus within the Region to participate on search committees for faculty positions and professional positions with a classification of CCP19 or higher. As part of this process, efforts must be made and documented to include a member from another campus (on CCP19 and above and Faculty searches) but a search may move forward if the campus is unable to secure a volunteer within 5 days and with the approval of the EEO Officer.

**Response:** This goal was achieved during the reporting period. On several searches panel members from other campuses were utilized. Additionally, the region utilized members of EEO or Diversity, Equity, and Inclusion to serve on committees as candidate advocates.

While this goal is achieved, the region will not utilize this process on every search; however, when practicable, the region will continue to utilize members of other campuses and/or candidate advocates on their recruitment.

2. The Region establishes a goal to develop strategies to create diverse pipelines for future part-time (PT) lecturers (credit and non-credit). As a major pipeline to fill full-time faculty positions, the Region recognizes the importance in adding racial and gender diversity to this pool. To that end, the Region will explore options for recruitment strategies to broaden our pools for PT lecturers. Additionally, the Region shall consider the feasibility of developing training (e.g., offered through continuing education) and or educational programs specific to teaching in higher education (e.g., creating a certificate program for building a college course curriculum and teaching at the collegiate level.)

**Response:** This goal was achieved during the reporting period. Throughout the reporting period, HR Recruitment and Talent Acquisition hosted the first PT lecturer recruitment fair for the North-West Region. This will be an on-going practice going forward. Additionally, Recruitment and Talent have been posting PT lecturers for continuous recruitment which creates viable applicant pools for commonly filled PT faculty positions and other PT positions within the Region. This will continue to be a focus for the Region and will become part of their EEO/AA program going forward. Additionally, EEO and Talent and DEI (The employee Equity Collaborative) drafted a procedure for PT recruitment and hiring which is under review.

3. The Region establishes a goal to determine the feasibility and necessity of creating a regional Employee Advisory Committee/Diversity Committee. If established, the Region will develop mechanisms for membership, organizational structure, and purpose.

**Response:** This goal was achieved during the reporting period. The regional leadership considered the feasibility of forming such a group and ultimately decided not to pursue this process at this time. Given the consolidation and creation of CT State Community College and the establishment of the VP of Diversity, Equity and Inclusion, the region felt it best to wait and see what initiatives and committees will exist once CT State is established. Additionally, the Employee Equity Collaborative (EEO, HR Talent, and DEI) have made CT State and CSCU practices and procedures to ensure AA/EEO compliance and building equity into our practices, procedures, and policies.



Section 46a-68-91  
Career Mobility

## Section 46a-68-91: CAREER MOBILITY

CSCC's Capital-East Region's workforce is engaged in highly specialized employment either as educators or educational administrators. The majority of the Region's professional positions require a Master's degree. Offices are currently staffed at the most efficient and effective level with regard to personnel job descriptions. As the Region conducts planning/resource allocation and succession planning for the future, it will consider the possibility of developing promotional opportunities, career paths, etc. The number of classified employees who are subject to upward mobility opportunities is proportionately smaller.

When career mobility opportunities arise, the following four areas are considered important elements of a viable program:

- 1) examining and revising staffing patterns to eliminate dead-end jobs, identifying bridging jobs and promotional bridging jobs by establishing career ladders to include relevant classifications of positions within the series;
- 2) reviewing and revising job specifications to reflect the essential job functions and the work performed;
- 3) providing training for the Region's supervisory staff to further their understanding of their role in providing career counseling and staff development for their staff; and
- 4) working with career mobility candidates in aptitude and interest, career planning and counseling, and to encourage professional development and higher education courses.

### CAREER MOBILITY PROGRAM STRATEGIES

#### Career Counseling

Counseling and guidance is available to employees in order to encourage and assist them in career planning and potential upward mobility opportunities to achieve their career goals. Employees are encouraged to meet with HR, Talent and members of the EEO Center of Excellence, as well as their supervisors/managers to discuss career and upward mobility, professional development and higher education through tuition reimbursement programs.

Career mobility occurred throughout the reporting period at various levels, e.g., supervisor/supervisee, through annual performance evaluations, and directly with HR and/or EEO. Additionally, with the new guided pathways staffing, all students (including some of our employees), will receive academic and career counseling each semester.

10 formal sessions of career counseling with EEO and/or HR took place during the reporting period.

#### Education and Training

It is difficult for the community college system to establish career mobility promotional goals for unclassified occupational categories, especially for those seeking promotion to the Professional Non-Faculty occupational category. Advancement through the professorial ranks is governed by collective bargaining agreements.

The Region will continue to solicit the cooperation of other state agencies in exchanging and posting position announcements. This will afford our employees additional opportunities to

advance their careers - especially the classified staff members. Whenever possible, reclassification requests to foster upward mobility will be established. The Region will always make concerted efforts to improve employee opportunities for upward mobility or career advancement to other regions within the Connecticut State Community College system (CSCC) and to other state agencies. College supervisors are receptive to discussions regarding upward mobility and encourage staff to take professional development and higher education courses to strive for advancement in their careers or to learn new programs or software.

Career Services Centers exist on several campuses (e.g., Capital Community College) within the region and are open to all employees. Career Services resources and offerings are open to all employees. Arrangements can be made with the Career Services Director or designated staff member for advising on employment-based topics such as resume writing, interviewing preparation, job search strategies, networking tips, and career exploration. During the reporting period, Career Services offers job search skills workshops that are open to students, alumni, community members, and college faculty and staff.

Training in the use of Microsoft Outlook, Word, Excel, PowerPoint, Access, Adobe, the new protective enclave, Ellucian Cloud BANNER management system software, and telework tools is provided to all employees as needed. Individual/group sessions are also conducted on an ad hoc basis when an upgrade is done to the computerized systems.

Career opportunity information, including postings of CSCC job vacancies, is readily available to students and employees. Students enrolled in the College's degree and certificate programs can also access information and employment opportunities within the college and state via campus bulletin boards, the Career Services Department, Human Resources Department and on-line databases through public computers located throughout the Region.

#### [Tuition Reimbursement Assistance](#)

All employees are eligible for tuition reimbursement for college courses. Tuition waivers are offered to Administrative Clerical, Technical Paraprofessional, and Service Maintenance employees. The respective collective bargaining unions also offer tuition reimbursement to their union members on a first come first serve basis.

#### [Reasonable Accommodations for Employees with Disabilities](#)

All employees with a documented disability are eligible to receive a reasonable accommodation in order to perform the essential functions of their job. The Director of Equal Employment Opportunity serves as the CSCU ADA Coordinator and the EEO Specialist serves as the Region's ADA Designee and engages in the interactive process for all requests. As needed, the EEO staff in partnership with Classification and Compensation will conduct an essential job function analysis.

Upon receipt of the appropriate medical information or specific request for an accommodation, a review of the detailed documentation completed by a medical provider is conducted and the interactive process commences. The final step is to provide reasonable accommodations to assist the employee in handling the essential functions of the position.

The Region also provides reasonable accommodations to anyone scheduled for an interview that

makes the request and also accommodates the public to attend courses, programs and events.

Section 46a-68-92  
Good Faith Efforts

## Section 46a-68-92 – GOOD FAITH EFFORTS

The CSCC Capital East Region has demonstrated good faith efforts by engaging in the initiatives articulated in subsections (a) to (d) inclusive, of this section:

- a) Promoted equal opportunity to achieve a workplace that is free of discrimination;
  - 1) Communicate the agency's commitment to equal employment opportunity and affirmative action to all employees.
  - 2) Ensure that employees are aware of non-discrimination policies and procedures: post policies in a visible location.
  - 3) Ensure that departmental processes, procedures, and systems are nondiscriminatory and free of bias.
  - 4) Evaluate supervisors for making good faith efforts in equal employment opportunity and affirmative action: document in performance appraisals.
  - 5) Ensure that reasonable accommodations are made for disabled employees.
  - 6) Take appropriate and timely action when there has been an allegation of sexual harassment.
- b) Developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups;
  - 1) Identify affirmative action placement goals for all job openings.
  - 2) Make efforts to attract a large and diverse pool of qualified applicants, particularly inclusive of groups associated with affirmative action recruitment goals.
  - 3) Develop a contingency strategy if the initial recruitment effort does not bring in a sufficiently diverse pool.
  - 4) Contacting special interest organizations, groups and individuals.
  - 5) Or other means of outreach utilized to hire goal candidates.
- c) Ensured a fair and nondiscriminatory selection process.
  - 1) Review the selection process to ensure that it treats each applicant fairly and consistently.
  - 2) Review the interview format and questions for possible bias.
  - 3) Ensure that reasonable accommodations are made for applicants.
  - 4) If using a group interview process; create a diverse selection panel.
  - 5) Assess all applicants using the same selection criteria.
  - 6) Consider all skills that qualify the applicant, including volunteer and professional experience.
  - 7) Interview as many applicants as possible to increase opportunity.
  - 8) Keep written records of all applicants interviewed and be certain that the information recorded relates to the individual's ability to perform the duties.
  - 9) Ensure that selection panel members are aware of the impact of common biases such as stereotyping, unsubstantiated first impressions that may influence a decision, and assessments based on different 'comfort levels' with people of dissimilar groups.
  - 10) Document the selection process fully. Retain all records.

- d) Provided career development opportunities to all interested and qualified employees, with emphasis on those groups found to be underutilized in the workforce.
  - 1) Encourage staff to participate on agency committees to enhance development.
  - 2) Inform all staff of internal staff development and promotional opportunities.
  - 3) Promote and support employee training and development for all employees.
  - 4) Provide career counseling.
- e) Nothing in this section shall be construed to absolve an agency of its obligations under section 46a-68-78, 46a-68-79, 46a-68-80, 46a-68-81, 46a-68-85, 46a-68-89, and 46a-68-90 and 46a-68-92 of the Regulations of Connecticut State Agencies.

Section 46a-68-93  
Innovative Programs



## Section 46a-68-93: INNOVATIVE PROGRAMS

(a) The CSCC Capital-East Region has developed and/or implemented innovative programs as called for in this section and not otherwise covered in this AA Plan as an important part of the road to equal employment opportunity. The Region welcomes the continuous opportunity to structure comprehensive programs to create opportunities not otherwise available to achieve the full and fair participation of all protected group members. Such programs under consideration include, but are not limited to:

- (1) summer employment programs;
- (2) youth programs;
- (3) apprenticeships;
- (4) work-study programs;
- (5) job sharing arrangements;
- (6) internships;
- (7) day care programs;
- (8) creation of new positions;
- (9) outreach for high school and college students;
- (10) reassignments; or
- (11) any positive, result-oriented program designed to achieve affirmative action.

Higher education and, specifically, the community college system is itself an innovative program that affords numerous equal opportunities for our future workforce and beyond. As part of our mission, we provide opportunities for our students to have summer employment opportunities and/or internships. These are often built into our curriculum as graduation requirements. Each of our campuses employ students annually through our work-study/student employment opportunities. Additionally, we frequently reach out to high school and other college students to enroll in our programs or to take individual courses.

The campuses also have K-12 youth programs in various disciplines, e.g., STEM fields, providing educational opportunities to our local students.

The Region also offers other programs, e.g., job-sharing, the creation of new career series/job descriptions, child care and reassignments as necessary.

### **(b) The plan shall describe any program planned or operated pursuant to this section and report the results achieved.**

These programs are important to the road to parity and create opportunities not otherwise available to achieve the full and fair participation of all protected class members. Further, they enhance the college's cultural diversity.

Some campuses provide **on-campus Childcare Services** for the children of staff and students at a reasonable cost.

The Region offers **Work-Study Positions** to students who are qualified for financial aid. These students are employed in all divisions on each campus in the Region. Besides training of the operations of the department to which they are assigned, the students acquire important soft skills such as punctuality, responsibility, customer service, completing tasks on time, etc. Anecdotal information suggests that students who participate in this program are quite likely to

complete degree/certificate requirements and continue their education or obtain meaningful jobs. As of June 2022, the Region had sixty-seven student employees and the breakdown included: 11WM, 22WF, 6BM, 2BF, 4HM, 6HF, 3AM, 5AF, 1TM, 1TF, 3UM, 2UM, 3UF, 1UU.

**Additional Events & Initiatives that Promote the Principles of Affirmative Action, Equal Employment Opportunity Diversity, Inclusion, Respect and Acceptance:**

- Achieving the Dream: All five campuses within the region participate in the nationally recognized Achieving the Dream program. We will continue to be active participants in this important network and utilize student success data to frame our approach to institutional research, curriculum development, and wrap-around student support. Already, the ATD Core Team has hosted a number of professional development events which focused on the glaring achievement gaps between White and minoritized students throughout the region. We will continue interactive sessions to explore the correlation between active and collaborative learning (part of the CCSSE survey), student engagement, and ATD success metrics.
- QVCC has joined the Race, Equity and Justice Institute coordinated by Bridgewater State University in partnership with USC to focus on professional development and dialogue around equity. This innovative partnership brings cross functional teams together to learn more about the historical roots of racism and discover strategies to deepen our commitment to diverse populations and foster equity and inclusion.
- Capital Community College Lab School: The Laboratory School is a nationally accredited high-quality preschool childcare center within the college, which offers low-cost to no-cost services to students, staff, and the community. The school serves as a laboratory setting for students from the Early Education Program and related fields providing them with the opportunity to observe and practice skills that prepare them for their future workplace. Students gain valuable skills as they work with a diverse population supporting the needs of the children and parents they serve. The school curriculum supports the development of each child and cultivates an environment of inclusivity. It extends its services to the surrounding community, working in collaboration with area agencies. To help build strong partnerships that respect the needs of the institution and the surrounding community, the school shares community-based events. These have included offering activities for children, conferences that address advocacy and educational needs of parents, and activities that incorporate parent/child participation. The school continues to welcome community input for future events to strengthen and support the needs of the diverse population they serve.
- CCC - Child Development Associate (CDA) Program: As a Hispanic Servicing Institution (HSI), the CDA credential program embodies the core of the designation of an HSI, increasing the number of Hispanic and other low-income students who attain a degree, specifically in the field of education. The CDA Program provides courses both in English and Spanish that will allow students to attain national credentials that are highly valued in the workplace, expanding students' options in the workforce. It provides students with educational prospects and acts as a feeder to our Early Education Program and four-year transfer institutions. The program also supports the new CT Family/Child Care

Apprenticeship Program, which will include the CDA credential as a required core component. This new apprenticeship is currently being developed by the SEIU/CSEA, the Department of Labor (DOL), the Office of Early Childhood (OEC), and several other partner entities, providing our diverse population a professional pathway to success.

- CCC - Title V Hispanic Serving Institution (HSI) Grant - “Cultivating All-Inclusive Student Achievement Pathways: The college is currently engaged in a 5-year \$3,000,000 federal Hispanic-Serving Institution (HSI) Title V grant project, called “*Cultivating All-Inclusive Student Achievement Pathways*” that aims to (a) increase student persistence and achievement through implementation of guided pathways and enhanced teaching and learning, (b) increase student retention through implementation of unified student support systems, and (c) increase progress to degree completion and the three-year graduation rate. In addition to these broad goals, this project will also support our diverse workforce by incorporating specific strategies and methodologies to improve success and close equity gaps for Hispanic and low-income students. Examples include: providing culturally responsive (CR) curricular and co-curricular programming to students, staff, and faculty; promoting recruitment, retention and professional development of Hispanic faculty and staff; cultivating partnerships with community organizations, public schools, and businesses dedicated to supporting citizens of Latino heritage; and striving to hire bi-lingual Guided Pathways Advisors (GPAs) to provide academic and career coaching and advising to students.
- CCC - Hartford BOOST: The Hartford BOOST initiative is a partnership between Capital Community College and Catholic Charities Archdioceses of Hartford that is funded by a grant from The Kresge Foundation. The goal of the BOOST grant is to increase social and economic mobility for low-income residents of Hartford who have a child/children under 18 years of age. This will be achieved by a program design that pairs a college and social services lead partner to provide career pathway training in a growth sector with wrap-around supports. Services are delivered using a two-generation, family-centered case management approach while focusing on eliminating barriers and increasing the likelihood of success through systems change. BOOST participants must be SNAP eligible and receive assistance in the form of loaner laptops, bus passes, pre-training assessments, connections to college services, career preparation and placement assistance. In March 2021, Hartford BOOST graduated its’ first cohort in the Administrative Medical Assisting certificate program. Cohort 2 completed the Community Healthcare Worker training in September 2021. Cohort 3 began the Community Healthcare Worker training program in January 2022.
- CCC - Black Heritage Project: Empowering Students Through Black Community History: Capital Community College (CCC) received a \$150,000 grant from the National Endowment for the Humanities to conduct a place-based education project centered on the history and people of Hartford’s Talcott Street Church and Black School to empower students through local Black community history. In partnership with nearby museums, the project develops three components under the theme of empowering students through the history of the Talcott Street Church and School: (1) curriculum development

to enhance a variety of courses at the college, (2) establishment of an exhibition to support pedagogy and commemorate the historic site, and (3) inauguration of an annual public lecture called The Pennington Lecture, named after Talcott Church pastor James W.C. Pennington and themed on understanding race issues through the lens of the humanities.

- MxCC - Skill Up for Manufacturing: A program managed by Workforce Alliance of South Central Connecticut, developed in partnership with Middlesex and Gateway Community Colleges. Skill Up is a free, 5-week intensive program aimed to quickly train underemployed and unemployed state residents for manufacturing jobs. At MxCC, five cohorts totaling 57 students completed the program from July 2019 through August 2021. Of this number, 41 had been placed in jobs at local employers such as Hobson & Motzer, Ulbrich Steel, Barnes Aerospace, Wepco Plastics, Light Metals Coloring, Roto-Frank, and Rowland Technologies.
- MxCC - GEAR UP Program: In the fall of 2019, MxCC was awarded a seven-year, \$4.5 million grant from the U.S. Department of Education to launch a “Gear Up” (Gaining Early Awareness and Readiness for Undergraduate Programs) project with the Meriden Public Schools. This grant requires a 1:1 match which results in a total commitment of \$9 million from federal, state, and private funding. We are working with a cohort of over 600 students who are currently in 9th grade, from now through their first year of college. It’s an early intervention approach designed to increase college attendance and success and provide opportunities to earn college credit while in high school among low-income and minoritized students. Our cohort is composed of approximately 70% students of color, and 75% who are eligible for free or reduced-price lunch – a proxy for income level.
- MxCC Courageous Conversations: Monthly discussion series begun in 2015, focusing on social and racial justice issues, and serving as a means to give voice to the under-represented on campus.
- MxCC Council on Diversity, Equity, and Inclusion: Launched in September 2020, the DEI Council is a representative body charged with creating urgency and accountability for maintaining a campus environment where all are valued, respected, and included; and where our workforce reflects the composition of our student body and engages with them in culturally relevant ways. The Council is a leadership group charged with reimagining the college as a change agent in our community by leading efforts to examine MxCC’s Strategic Plan, programs, policies, procedures, and campus culture through the lenses of diversity, equity, and inclusion. The Council will help guide the college community through a process of education, understanding, and discovery; application of action items and best practices; and how DEI can become fully integrated in the daily work and life of MxCC.
- MxCC – AMERICORPS VISTA/CAMPUS COMPACT – MxCC participates in the Campus Compact Program. Campus Compact advances the public purposes of colleges and universities by deepening their ability to improve community life and to educate

students for civic and social responsibility. Campus Compact envisions colleges and universities as vital agents and architects of a diverse democracy, committed to educating students for responsible citizenship in ways that both deepen their education and improve the quality of community life. We challenge all of higher education to make civic and community engagement an institutional priority. Because we are a coalition of colleges and universities, Campus Compact puts special emphasis on partnerships to support educational equity. We help colleges and universities advance community goals in areas such as K-12 learning, college readiness, college access, and the development of student civic knowledge and skills at every level. Campus Compact's work strengthens colleges and universities as contributors to educational equity now while developing the next generation of citizens and leaders for our communities.

- **TRCC - EASTERN CT MANUFACTURING PIPELINE PROGRAM (MPI):** TRCC offers customized non-credit programs in Welding, Design Engineering, Outside Machining and Intro to Manufacturing for eligible students through the Eastern Connecticut Manufacturing Pipeline. Developed to address the massive need for skilled trades workers at Electric Boat and Eastern Advanced Manufacturing Alliance (EAMA) companies, these short-term (6-8 weeks long) training programs are available to unemployed and underemployed workers unable to attend longer-term training. The course curriculums are developed by Three Rivers with Electric Boat and EAMA input. Courses are taught by Three Rivers Community College faculty at Ella Grasso Technical School in Groton. To date, hundreds of people have been trained through this program and are now working for Electric Boat and EAMA manufacturers. Accepted students may receive conditional offers of work from the manufacturers based on their successful completion of the program. Students also receive support from the American Job Centers staff, helping them access supportive services while in classroom training to reduce barriers to enrollment and completion. Examples include: travel reimbursement, daycare assistance, and required books, tools, and clothing. Additionally, there is a cash stipend awarded to participants for successful completion of classroom training benchmarks.
- **TRCC - YOUTH MANUFACTURING PIPELINE INITIATIVE (YMPI):** Three Rivers has extended the manufacturing pipeline program to the high school level by partnering with local school districts. The Youth Manufacturing program prepares students for careers in manufacturing at institutions like Electric Boat or EAMA employers through coursework that can take place on high school campuses, the Three Rivers campus, or at the Three Rivers MAC training facility at Grasso Technical High School depending on the program.
- **TRCC - EASTERN CT HEALTHCARE PIPELINE PROGRAM:** The Eastern Connecticut Healthcare Pipeline was developed to address the need for skilled healthcare professionals. These short-term training programs are available at no cost to unemployed and underemployed workers unable to attend longer-term training. The application and selection process are run through Eastern Connecticut Workforce Investment Board and the courses are taught at Three Rivers.

- TRCC - PERSONAL CARE AIDE PROGRAM: Personal Care Aides (PCA) work in a home care environment and dedicate themselves to assisting individuals with daily activities such as using the bathroom, preparing or eating meals, executing hygiene and grooming habits, taking medication, bathing, and completing housework or other chores. This program is a free, customized, non-credit Personal Care Aide program for eligible students through the Eastern Connecticut Healthcare Pipeline developed to address the need for skilled healthcare professionals. This short-term (5.5 weeks long) training program is available to unemployed and underemployed workers unable to attend longer-term training. Three Rivers Community College has partnered with Assured Quality Home Care, LLC along with other healthcare employers to design a training program that prepares individuals with entry-level skills and knowledge to perform Personal Care Aide (PCA) duties. Upon completion of the program, students will earn the following industry-recognized credentials/certificates: Personal Care Assistant, Dementia Care Certificate, AHA Basic Life Support CPR, and Mental Health First Aid Certification.
- TRCC - NORWICH FREE ACADEMY (NFA) CERTIFIED NURSE AIDE (CNA) PROGRAM: This program was developed in partnership with NFA, in efforts to train and certify high school seniors interested in pursuing a career in healthcare. This 120-hour Certified Nurse Aide training program is designed to prepare students with the necessary skills and knowledge to become a Certified Nurse Aide, the first step to a career in the medical field. Upon successful completion of the course, the graduate's name will be placed on the State Certified Nurse Aide Registry; this is a CT state certification. Students who plan on moving can still take this program, but need to go through the Prometric site to transfer their license to a different state.
- TRCC – PARTNERSHIP WITH ELECTRIC BOAT: TRCC Continuing ed & Workforce works with EWIB to respond to their needs for works, especially welders and other tradespeople. TRCC works with them to provide training for manufacturing jobs in the area, specifically with EB.
- TRCC – PARTNERSHIP WITH EAMA: Eastern Advanced Manufacturing Association: This association of over 200 small manufacturers from the eastern border of Massachusetts and Connecticut to Old Saybrook. They seek trained employees for manufacturing positions due to the fact that they are dealing with an aging workforce.
- TRCC – PARTNERSHIP WITH HARTFORD HEALTHCARE AND THE UNITED WAY GEMMA MORAN FOOD CENTER IN NEW LONDON: TRCC partners with these organizations for the free mobile health clinics they provide by having TRCC nursing students assist. In addition to food distribution, people in the community are able to get blood pressure and blood sugar tests and they also have the opportunity to speak with medical, nursing, pharmacy and dental students. A medical doctor is also available.
- TRCC – DIVERSITY, EQUITY AND INCLUSION EFFORTS: TRCC has created 4 committees to be responsive to issues related to Diversity, Equity and Inclusion.

  - Multicultural and International

- Non-Traditional and Caregivers
  - LGBTQ+ & Women
  - Race and Diversity
- MCC and MxCC: Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP): The Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) initiative is one of the largest and most effective programs focused on increasing the college and career readiness of low-income students in communities nationwide. The vision of GEAR UP East Hartford, part of a seven-year \$25.8 million dollar U.S. Department of Education grant awarded to CSCU and GEAR UP CT, is for all students to be academically, socially, and financially ready to enter and succeed in a postsecondary program or institution of their choice. A highly competitive federal grant program, GEAR UP empowers local partnerships comprised of K-12 schools, institutions of higher education, state agencies, and community organizations to achieve three strategic goals: (1) increasing the postsecondary expectations and readiness of students; (2) improving high school graduation and postsecondary enrollment rates; and (3) raising the knowledge of postsecondary options, preparation, and financing among students and families. GEAR UP creates high-impact, innovative programs by mobilizing local resources, secondary and postsecondary education partners, and local industry stakeholders providing after-school and summer enrichment programs, mentoring networks, job shadowing, apprenticeship and internship opportunities under the auspices of the grant's career exploration programming, along with its core academic support and college readiness services that follow a cohort of middle school students through high school and into their first years of postsecondary transition and success.
  - MCC - CAPITAL WORKFORCE PARTNERS: MCC has partnered with Capital Workforce Partners (CWP) and its Best Chance program since 2016 to offer workforce development opportunities to unemployed and/or underserved populations in the Greater Hartford area. The program focuses specifically on previously incarcerated individuals who are looking to get into the manufacturing industry. Over the course of 12 weeks, through a combination of lecture and hands-on instruction, students learn the skills necessary to qualify as an entry level, machine operator.
  - MCC - SUMMER YOUTH PROGRAM: The Summer Youth Employment and Learning Program is a long-standing partnership between the Manchester Youth Service Bureau and Capital Workforce Partners (CWP) along with local organizations. Manchester Community College (MCC) is one of the participants for this Summer Youth Employment and Learning Program. Typically, MCC hires approximately 5-10 diverse high school students to engage in job skills training and a quality work experience in various departments at MCC.
  - MCC - DIVERSITY COMMITTEE: The Manchester Community College (MCC) Diversity Committee examines issues and concerns regarding diversity and initiates programming to foster equity, access, and inclusion throughout the MCC community. The committee works to promote awareness, communication, and collaboration among students, faculty, and staff both in and out of the classroom. It actively supports and links

initiatives offered by various campus constituencies. The committee strives to develop engaging programming and resources that elicit a keen awareness of the value of diversity, equity, and inclusion in all its forms.

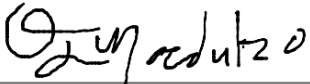


Section 46a-68-94  
Concluding Statement

## Section 46a-68-94: CONCLUDING STATEMENT

I, Dr. John Maduko, President of the CT State Community College, serve as the appointing authority for this institution. As the appointing authority, I acknowledge that the ultimate responsibility for promoting and enforcing affirmative action rests with me and I will account for the success or failure of the plan. I have read this Affirmative Action Plan and believe that its contents are true and correct.

As President, I attest that the VP of Diversity, Equity and Inclusion/Chief Diversity Office (Equal Employment Opportunity Officer) reports directly to me on all matters related to affirmative action and equal opportunity within the Region. I also pledge the Region has made every good faith effort to achieve the objectives, goals and timetables set forth in this plan.



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John Maduko, M.D.  
President  
CT State Community College

10/28/2022

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Date