

## **EXTERNAL COMMUNICATION and RECRUITMENT STRATEGIES**

### **Section 46a-68-80**

Central Connecticut State University has put itself on public record that it is an Affirmative Action/Equal Employment Opportunity employer. Throughout the reporting period and prior to recruiting for position vacancies, the University initiates and undertakes aggressive positive relationship-building to ensure that affirmative action is more than a paper commitment. Consistent with this effort, the University has developed a means of recruiting goal candidates for current positions. Recruitment strategies designed to ensure opportunities for all qualified applicants begin at the basic level of the employment process. The University's recruitment plan is designed to secure ongoing relationships and develop additional recruiting sources while cultivating recruitment programs as required by Subsection (c).

During the reporting period, the Equity and Inclusion Associates, with support from other University officials, maintains on a continuing basis, a list of individuals, publications, groups, and organizations, and a list of regular recruiting services representing protected groups. Written expression of the University's commitment to affirmative action and equal employment opportunity and notices of job availability are sent regularly to these recruitment resources which are capable of referring qualified applicants for employment. All advertisements and position announcements contain a statement of the University's commitment to affirmative action and equal employment opportunity. The Office of Equity and Inclusion staff (OEI) plan on continuing this recruitment process.

All employment advertisements contain a reference to the University's commitment to affirmative action and a statement that the University is actively seeking members of underrepresented groups to diversify its workforce. No advertisements exclude people by gender or age, except in the case of a bona fide occupational qualification or need.

The Vice President for Equity and Inclusion along with the Equity and Inclusion Associates, in conjunction with other members of the University community, makes personal contacts with local, state, and national recruitment sources. These efforts are designed to maintain frequent contact with protected class groups, organizations, and resource agencies. New contacts are continually sought.

Employment advertising publication sources include media that target an underutilized class audience in the labor market areas most relevant for filling a vacant office position or position classification.

The Vice President for Equity and Inclusion and the Equity and Inclusion Associates oversee all Search committees. The Office of Equity and Inclusion (OEI) reviewed all notices of position vacancies, applications, and the candidate pools to ensure that qualified goal applicants are included and selected for interview during the reporting period. When the candidate pool is void of qualified goal candidates, the OEI has sufficient time to request that the search be extended in order to engage in additional recruitment efforts. OEI plans on continuing to review all notices of vacancies, applications, and the candidate pools to ensure that qualified goal applicants are included and selected for interview in future filing periods.

The University's recruitment strategies include placement goals for all job openings. Vacancy notices are posted in their respective occupational category on the University's web page. The OEI posts employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office and OEI will continue through the next reporting period.

The OEI staff reviewed resumes and applications of candidates, including goal candidates, to further ensure that the interview pools are diverse, as part of the University's recruitment plan. Where the staff found that the interview pools did not include goal applicants and were not diverse, the Equity and Inclusion Associates reviewed other candidates for consideration.

Notices dated March 8, 2023, stating that the University is an Affirmative Action/Equal Employment Opportunity employer was sent to all unions that represent the University's employees for collective bargaining purposes. Such notice contains an invitation to review and comment on CCSU's Affirmative Action Plan. Copies of the union letters are included under External Communication Supportive Material Part A.

The Chief Financial Officer and the Chief Operations Officer are responsible for overseeing contract compliance requirements covered by Conn. Gen. Stat. Sections 4a-60 and 4a-60a.

The University encourages and solicits the participation of minority business enterprises meeting qualifications established under Connecticut General Statute 4a-60g and 4a-61or 32-9e. All bidders, contractors, subcontractors and suppliers of materials and services to the University received notification of the University's Affirmative Action/Equal Employment Opportunity policy. The notice includes a statement that the University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials or found to be in violation of any state or federal antidiscrimination law.

Further, the University does not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials that discriminates against protected group members and promptly reports any behavior inconsistent with state or federal anti-discrimination law to the Commission on Human Rights and Responsibilities (CHRO) or other appropriate authorities for investigation. The University encourages bidders, contractors, subcontractors, and suppliers of goods and services to develop their own affirmative action plans.

The University engages in concerted agenda with the Department of Administrative Services (DAS), Connecticut Commission on Women, Children and Seniors, Department of Labor (Job Service), Department of Economic and Community Development or any other pertinent agency to coordinate and unify the implementation of the above activities, and to eliminate unnecessary duplication of effort and expense.

In accordance with the State of Connecticut Records Retention guidelines, the University maintains all documents received related to a bid, including but not limited to: the name and address of each organization, recruiting source, bidder, contractor, and if applicable, any named subcontractor and supplier of materials. All of the University bidding documents are posted on the DAS website, and include a statement of our policy, and is available for any prospective bidder, group or individual to inspect. The University retains any and all communication, statements or advertisements related to any bid. Where the cooperation of another agency is essential to the implementation of activity undertaken pursuant to this section, the University shall keep record of each instance of contact with the agency whose cooperation is requested and the outcome thereof.

#### **CONTRACT COMPLIANCE/SMALL BUSINESS SET-ASIDE ACTIVITIES**

The Office of Equity and Inclusion worked with the Chief Financial and Chief Operations Officers to ensure compliance with the Connecticut General Statute Section 46a-60, Contract Compliance.

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

Central Connecticut State University submitted its Small Business Enterprise (SBE) and Minority Business Enterprise (MBE) Set-Aside goals for fiscal year 2022-2023 to Department of Administrative Services (DAS) Business Network BIZNET and the Commission on Human Rights and Opportunities (CHRO).

The University received a notice September 16, 2022. DAS was unable to determine a Small/Minority Business goal for FY 22-23 because expenses exceeded funds available, and the University reported a "significant shortfall." According to DAS, in that the expected expenses exceed the available funds, the DAS Supplier Diversity Unit was unable to determine a Small/Minority Business Goal for FY 22-23. Per the DAS instructions, the University has continued to report their quarterly spent with relation to S/MBE's. Due to this, the University continues to submit reports without Lines 2, 3, and 4 filled out.

During this reporting period, the Contract Compliance and Procurement Services Manager continued to implement proactive measures designed to encourage SBE expenditures. These measures included reviewing the list of vendors to ensure that SBEs were properly identified as set-asides and sending emails and/or during bid processes to companies making them aware of the set-aside program as well as encouraging them to become certified through the DAS Business Network BIZNET. In addition, internal purchase-card (P-Card) users were encouraged to use SBEs when making purchases. Those purchases to SBEs were manually extracted from the University's P-Card expenditures.

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

The following Nondiscrimination statement was included in all bids and on all purchase orders –

Central Connecticut State University is an affirmative action equal opportunity institution. The University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials found to be in violation of any state or federal antidiscrimination law.

All bidders, contractors, and suppliers of materials have been made aware of the University's affirmative action policy. Every formal bid contains contract compliance regulations and bidder contract compliance report forms. A requirement to comply with C.G.S. Section 4a-60 is provided to every recipient a Request for Proposal (RFP). In addition, the content of C.G.S. Section 4a-60 is printed on the reverse of every purchase order, as well as any other agreement entered into between CCSU and another party in which review, and approval of the Attorney General Office is conducted. And as noted above, the non-discrimination statement is included in contracts/bidding documents indicating that the University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials who discriminates against members of any class protected under Sections 4a-60 and 4a-61a of the Connecticut General Statutes.

For every RFP and RFQ issued, the University sent invitation to bid notices to the DAS Business Network BIZNET, which electronically distributes said bid notices to all minority businesses who are registered with BIZNET.

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

#### **GOOD FAITH EFFORTS**

**As required in Section 46a-68-92, the University has engaged in the initiatives articulated in subsection (a) to (d), inclusive, of this section:**

#### **RECRUITMENT ACTIVITIES DURING THIS REPORTING PERIOD**

**The University continues to develop recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups as required under Subsection (B).** Throughout the reporting period and prior to recruiting for position vacancies, the University initiated and engaged in aggressive positive relationship-building activities.

The University utilized search committees to fill all unclassified vacancies. Each hiring manager and/or search committee was required to develop a search plan designed to reach a broad and diverse pool of potential applicants. Further, the search committee was instructed by the VP of Equity and Inclusion or the Equity and Inclusion Associates to make every effort to recruit underutilized and underrepresented applicants. Those efforts included aggressive advertising, sending letters with the position description to appropriate institutions, including those that have significant populations of minorities, recruiting potential minority applicants through professional organizations and at professional meetings, and networking with individuals who are likely to have contact with underutilized members.

The Vice President of Equity and Inclusion and the Equity and Inclusion Associates advised executive, faculty, and administrative search committees to extend searches and re-examine recruitment methods during the reporting period and the OEI staff will continue with the same practice in the future. The search committees were able to expand recruitment to enhance demographics of the applicant pool with the approval of the Equity and Inclusion Associate. A search may be extended or canceled if a diverse pool of applicants is not identified.

Faculty and administrative employment opportunities were advertised locally as well as nationally in order to attract large and diverse pools of applicants. Advertisements were placed in local newspapers, such as the Hartford Courant, New Britain Herald, etc. To reduce advertisement costs the University purchased annual subscriptions to the following: *Highered.jobs.com*, *Chronicles of Higher Education*, and *Diversejobs.com*. This allows the University to post unlimited advertisements for its positions. In addition, all positions are swept by Indeed.com allowing for another advertising source.

Vacancies in classified occupational categories were posted within the University. In addition, notices of the vacancies were sent to other CSU universities, state agencies, local and regional newspapers, the State of Connecticut Job Service, the DAS website, all unions representing qualified staff, and a number of community agencies representing protected groups. All classified positions were filled through the JobAps System coordinated through the Department of Administrative Services (DAS) and this State-wide system advertises on many social media sites to attract a wide range of diverse applicants.

The University posted notice of all vacancies in their respective occupational category on its web page at <https://www.ccsu.edu/hr/jobopportunities.html>. The University also advertises on the Connecticut state Colleges and Universities (CSCU) website with all of the other Connecticut State Universities. CSCU sends out a weekly Job Announcement via email to all CSCU employees.

Continuous contact was made with recruiting sources and organizations capable of recruiting underutilized group members for employment. The list of recruiting sources was annually updated. Members of the University continue to meet with officials from community, social and religious organizations to discuss community building, which included recruitment for employment opportunities.

To continue to enhance the recruitment program, the Office of Equity & Inclusion and Human Resources worked directly with the SUOAF/AFSCME Minority Recruitment and Mentoring Committee (MRMC) and AAUP Minority Recruitment and Retention Committee (MRRC) to develop strategies to attract a diversified pool of applicants for employment.

The **AAUP (Faculty) MRRC** is charged with the responsibility of assisting search committees to recruit members of minorities and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will satisfy the above purposes. Last year the University awarded \$35,569 to two (2) Black Females, seven (7) Asian Males, five (5) Asian Females, and one (1) Hispanic Female. minority faculty in the following disciplines: English, Finance, Psychological Science, Manufacturing & Construction Management, Accounting, Chemistry, Geography, Management Information Systems, Theatre, Special Education & Interventions, and Computer Electronics & Graphics Technology.

The **SUOAF/AFSCME MRMC** (Professional Non-Faculty) is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first three years in a new position or reassignment. The program eligibility was changed from three to six years, and it now includes employees who are promoted to a higher-level position. It is important to note that COVID 19 made it difficult for eligible members to participate in as many activities as they did in previous years. This reporting period showed some changes due to contract negotiations and a smaller committee due to the fact members of the committees had expired terms of office. The committee focused on reviewing applications for professional development and updated the SUOAF/AFSCME MRMC brochure. In addition, the Committee held monthly meetings to discuss how to best communicate the availability of funds, ease the application process, and learn about how other offices function and what it takes to run events.

The Vice President for Equity and Inclusion, the Senior Equity and Inclusion Officer/Title IX Coordinator, and the Equity and Inclusion Associates attended many conferences, seminars and workshops that focused on Affirmative Action, Equal Employment Opportunity, Equity and Inclusion and on Title IX during the reporting period. When possible, all members of the Equity & Inclusion staff attend scheduled meetings of both the Connecticut Association of Diversity and Equity Professionals (CADEP) and the CSU Diversity and Equity Officers group as meetings are scheduled. In addition, the Equity and Inclusion Associates attended training to become Certified Affirmative Action Professionals (CAAP) through the AAED Professional Development and Training Institute.

The following publications, web sites and organizations are representative of those used for the publication of advertisements, notices posted on web pages, and distribution of employment opportunity announcements. The numbers in this plan are reflective of an annual recruitment period. The University typically posts all faculty and administrator positions in these three publications: *Chronicle of Higher Education*, *Diversejobs.com*, and *higheredjobs.com*. As noted above, all job advertisements are swept by Indeed.com. Additionally, staff and faculty network and share the postings with other colleagues in the field or academic discipline.

## Unclassified Job Advertisements

1. Academic Keys
2. Academic Search Inc.
3. Academy of Management Job Bank
4. Association of College Unions international (ACUI.org)
5. Adverse Childhood Experiences (ACE)
6. American Educational Research Association (AERA)
7. American Fisheries Society
8. Association of Governing Boards (AGB) Website
9. Association for Institutional Research (Airweb.org)
10. Association for the Study of African American Life and History
11. American Anthropological Association
12. American Association of Collegiate Registrars & Admissions Officers (AACRAO)
13. American Association of Hispanics in Higher Education <http://www.aahhe.org>
14. American Comparative Literature Association
15. American Chemical Society's website (Connecticut Valley & New Haven Sections)
16. American College Personnel Association
17. American Collegiate Hockey Association (ACHA)
18. American Counseling Association (ACA)
19. American Educational Research Associate Listserv
20. American Institute of Graphic Arts Website
21. American Society of Criminology
22. American Society of Criminology (ASC) ListServ
23. American Society of Hispanic Economics
24. American Society of Hispanics Economists ListServ (Dept.)
25. ArtSearch.com
26. American Society of Civil Engineering (ASCE) listserv and Website
27. American Society for Engineering Education (ASEE) Listserv and Website
28. Asian Pacific Americans in Higher Education (apahenational.org)
29. Association for Compliance and Senior Woman Administrator
30. Association for Psychological Science (APS Employment Network)
31. Association of American Medical Colleges (AAMC)
32. Association of Black Psychologists <http://www.abpsi.org>
33. Association of College Unions International
34. Association of Community & Continuing Education (ACCE) ListServ
35. Association of Counselor Education and Supervision (ACES)

36. Association of Infant Mental Health
37. Association of International Education (NASFA)
38. Association of Mathematics Teacher Educators (AMTE) Job Listings
39. Association of Registered Investment Advisors (ARIA) [aria.org](http://aria.org)
40. Associated Schools of Construction
41. ATHA
42. CEC [exceptionalchildren.org](http://exceptionalchildren.org)
43. Central Connecticut State University (CCSU) Web Page
44. CESNET
45. Chronicle of Higher Education
46. Civilian Conservation Corps (CCC) ListServ and other composition-related distribution lists
47. College Libraries ListServ
48. College Music Society
49. Common App listserv
50. Communication Systems and Network Technologies (CSNT) ListServ
51. Communications of the Association for Computing Machinery (ACM)
52. ConnAir Distribution List
53. Connecticut Association of Financial Aid Administrators
54. Connecticut Association of Collegiate Registrars website and Listserv
55. Connecticut Association of Educational Opportunity Programs (CAEOP)
56. Connecticut Association of Nurse Anesthetists
57. Connecticut Council for Philanthropy
58. Connecticut Council for Social Studies Website/News e-letter
59. Connecticut League for Nursing
60. Connecticut Society of Certified Public Accountants (CTCPA)
61. Connecticut State Colleges and Universities (CSCU) Web Page
62. ConnTech Listserv
63. Council for Advancement & Support Education
64. Council of College of Arts and Sciences
65. Council on Social Work Education (CSWE)
66. Counseling Today
67. CRNACareers.com
68. CT Association of Diversity & Equity Professionals (CADEP) email distribution
69. CT Association of Educational Opportunity Programs (CAEOP)
70. CT Chapter IPMA Job Opportunities Page
71. CT Community Non-Profit Alliance (The Alliance)
72. CTCIP email distribution list

73. Department of Administrative Services (DAS)
74. Diverse.com
75. Diversejobs.net
76. Diversity.com
77. DRJOBS.US
78. Early Childhood and/or Infant/Toddler Mental Health Conferences
79. Eastern Association of Financial Aid Administrators
80. ElMar-Electronic Marketing Service-American Marketing Association
81. E-mail distribution to all colleagues and friends of the faculty
82. Email distribution to local (CT) Chemistry/biochemistry chairs at local universities
83. Email to CCSU Student Center Listserv
84. Engineering Technology Division (ETD) Listserv
85. Facebook groups related to Student Affairs and Higher Education
86. Faculty and Staff Networking and attendance/distribution of position announcements at Conferences
87. Graduate Alumni Mailing Lists
88. Greater New Britain Chamber of Commerce Job Board
89. Hartford Courant
90. Higheredjobs.com
91. Hispanic Outlook in Higher Education
92. History h-net listserv
93. H-Net (h-net.org/jobs/policy.php)
94. <https://careers.primr.org/jobs>
95. Idealist.org
96. IMRP email distribution list
97. Indeed.com
98. Inside Higher Education
99. International Personnel Management Association (IPMA-HR) CT Chapter website
100. isc.sans.edu
101. JERRY-P-BECKER-MTE-L@listserv.siu.edu
102. Job Elephant
103. Job Openings for Economists (JOE)
104. Journal of Blacks in Higher Education
105. LGBT Consortium
106. LGBT Funders
107. lgbtconnect.com
108. MATC
109. MathJobs.org

110. MDJOBSITE.com
111. Middle Eastern Studies Association (mesana.org)
112. Militarymedical.com
113. Modern Language Association (MLA) Job Information List
114. Association of International Educators (NAFSA)
115. National Association Africana American Studies (NAAAS)
116. National Association for College Admission Counseling (NACAC)
117. National Association of College and University Business Officers (NACUBO)
118. National Association of Collegiate Director of Athletics (NACDA) Career Center ([jobcenter.nacda.com/employers](http://jobcenter.nacda.com/employers))
119. National Association of Counselors (NACAC)
120. National Association of Financial Aid Administrators
121. National Association of Student Personnel Administrators (NASPA)
122. National Association of University Women
123. National Collegiate Athletic Association (NCAA) Market (<https://ncaamarket.ncaa.org>)
124. National Collegiate Athletics Association (NCAA) News
125. National Conference State Legislatures
126. National Council for Social Studies Website/news e-letter
127. National Council of Teachers of Mathematics (NCTM) Website
128. National Economic Association (formerly the Caucus of Black Economists) ListServ (Dept.)
129. National Intramural and Recreational Sports Association (NIRSA) Job Board
130. National Latina/o Psychological Association <http://www.nipa.ws>
131. National Latina/o Psychological Association <http://www.nlpa.ws>
132. National Research Service Awards (NRSA) website
133. NCAA.com
134. NEACEC Website
135. NEAIR.org
136. NEEAN.org
137. Network of Latinos in Higher Education electronic mailing list
138. New England Association of Collegiate Registrars & Admissions Officers (NEACRAO)
139. New England Commission on Higher Education (NECHE) List Serve
140. New England Diversity Recruiting Association (NECBAC)
141. New England Educational Opportunity Association website
142. New England Regional Association (NEACAC)
143. New England Transfer Association (NETA)
144. New Jersey Association (NJSACAC)
145. New York Association (NYSACAC)
146. National Network for Educational Renewal (NNER)



147. Northeast Conference (NEC) members. The NEC will distribute the ad to the other 30 Division I conferences.
148. PRIM&R <http://www.primr.org>
149. Psychology Academic job search
150. Psychology Job Wiki <http://www.psychjobsearch.wikidot.com>
151. Public Responsibility in Medicine and research (PRIM&R)
152. Publicservicescareers.org
153. Regional mailing list that Student Center staff maintains of college unions
154. Scholarlyhires.com
155. Science Magazine
156. SETC
157. SIGCSE (Computer Science Educators) Mailing List
158. Simmons University COCIS Jobline
159. Society of Black Archeology
160. Society for Historical Archaeology
161. Society for Neuroscience (NeuroJobs Board)
162. Society for Teaching of Psychology discussion/job board/listserv
163. Society of Black Archaeologist
164. Special Interest Group on Computer Science Education (SIGCSE) mailing list
165. StudentAffairs.com
166. Targeted Social Media Sites
167. Technology Association ListServ
168. The Connecticut Association of Educational Opportunities Programs (CAEOP)
169. The Council for Opportunities in Education (COE)
170. The Journal of Blacks in Higher Education <http://www.jbhe.com/advertise/>
171. The Placement Exchange
172. UCEA Job Postings
173. University Council for Educational Administration (CEA) Job Postings
174. Various other ListServes from CLASS disciplines
175. West Hartford Chamber of Commerce Job Board
176. Women in Academia
177. Women in Higher Education
178. Women Leaders in College Sports (<https://www.womenleadersincollegesports.org/>)
179. Works Progress Administration (WPA) ListServ and other composition-related distribution lists

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [Bigelow, Lisa \(SUOAE\)](#)  
**Subject:** Union SUOAF/AFSCME Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:24:48 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Ms. Bigelow:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

You are welcome to examine our Affirmative Action Plan at any time. Copies are available on-line at [Affirmative Action Plan](#). A signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located at 1615 Stanley Street, Room 119, New Britain, CT.

The Central Connecticut State University Office for Equity & Inclusion is the office designated with the responsibility and authority to administer and monitor our Affirmative Action Plan. The office aims to cultivate a campus environment that is equitable, inclusive, and responsible to enable students, faculty, and staff to achieve their full potential.

The Office for Equity & Inclusion welcomes any comments and/or suggestions you might have regarding the Affirmative Action Plan and how we might be more successful in achieving Affirmative Action goals.

Should you have any questions, please feel free to contact our office at 860-832-1652.

Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [jbarr@council4.org](mailto:jbarr@council4.org)  
**Subject:** Union SUOAF -AFSCME Council 4 Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:22:31 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. Barr:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

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Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [cchisem@ceui.org](mailto:cchisem@ceui.org)  
**Subject:** Union SEIU Local 511 AFL-CIO Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:18:09 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. Chisem:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

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Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [twoodward@csea760.com](mailto:twoodward@csea760.com)  
**Subject:** Union CSEA/SEIU Local 2001 Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:13:26 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. Woodward:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

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Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [ksaunders@cpfui.org](mailto:ksaunders@cpfui.org)  
**Subject:** Union CPFU Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:10:30 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. Saunders:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

You are welcome to examine our Affirmative Action Plan at any time. Copies are available on-line at [Affirmative Action Plan](#). A signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located at 1615 Stanley Street, Room 119, New Britain, CT.

The Central Connecticut State University Office for Equity & Inclusion is the office designated with the responsibility and authority to administer and monitor our Affirmative Action Plan. The office aims to cultivate a campus environment that is equitable, inclusive, and responsible to enable students, faculty, and staff to achieve their full potential.

The Office for Equity & Inclusion welcomes any comments and/or suggestions you might have regarding the Affirmative Action Plan and how we might be more successful in achieving Affirmative Action goals.

Should you have any questions, please feel free to contact our office at 860-832-1652.

Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [Filson, Paul \(AAUP\)](#)  
**Subject:** Union CCSU Chapter CSU-AAUP Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:02:58 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



Central Connecticut State University

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Dear Mr. Filson:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

You are welcome to examine our Affirmative Action Plan at any time. Copies are available on-line at [Affirmative Action Plan](#). A signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located at 1615 Stanley Street, Room 119, New Britain, CT.

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Should you have any questions, please feel free to contact our office at 860-832-1652.

Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University

**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [Burkholder, Thomas \(Chemistry\)](#)  
**Subject:** Union CCSU AAUP Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 11:08:10 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. Burkholder:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

You are welcome to examine our Affirmative Action Plan at any time. Copies are available on-line at [Affirmative Action Plan](#). A signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located at 1615 Stanley Street, Room 119, New Britain, CT.

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The Office for Equity & Inclusion welcomes any comments and/or suggestions you might have regarding the Affirmative Action Plan and how we might be more successful in achieving Affirmative Action goals.

Should you have any questions, please feel free to contact our office at 860-832-1652.

Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion

Central Connecticut State University



**From:** [Rodas, Erin R. \(Office of Equity and Inclusion\)](#)  
**To:** [jdisette@andr.org](mailto:jdisette@andr.org)  
**Subject:** Union A & R Local 4200 Notification of CCSU Affirmative Action Plan 2022  
**Date:** Wednesday, March 8, 2023 10:57:03 AM  
**Attachments:** [image001.png](#)

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OFFICE OF EQUITY &  
INCLUSION

CCSU



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Central Connecticut State University

Dear Mr. DiSette:

The State of Connecticut through all its agencies is engaged in a vigorous Affirmative Action plan, which includes notifying unions of the Agency's Affirmative Action commitment. Consequently, as an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees that we are an Affirmative Action/Equal Opportunity Employer.

You are welcome to examine our Affirmative Action Plan at any time. Copies are available on-line at [Affirmative Action Plan](#). A signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located at 1615 Stanley Street, Room 119, New Britain, CT.

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The Office for Equity & Inclusion welcomes any comments and/or suggestions you might have regarding the Affirmative Action Plan and how we might be more successful in achieving Affirmative Action goals.

Should you have any questions, please feel free to contact our office at 860-832-1652.

Sincerely,

*Dr. Craig J. Wright*

Dr. Craig J. Wright, CAAP

Vice President, the Office for Equity & Inclusion  
Central Connecticut State University

# Memorandum

**To:** Charles Zsebik, Purchasing Manager

**CC:** Commission on Human Rights and Opportunities - Contract Compliance Unit  
Dr. Zulma R. Toro, President

**From:** Meg Yetishefsky, Program Manager, Supplier Diversity Program

**Date:** September 16, 2022

**Re:** FY 2022-2023 Small/Minority Business Spending Report  
*Central Connecticut State University*

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This This memo is to inform you that the DAS, Supplier Diversity Unit has received your agency's FY22-23 S/MBE spending plan report outlining the agency adopted budget and subsequent funds available for S/MBE purchases for FY22-23.

A review of the agency submission has indicated the following:

Your agency has indicated the adopted budget for *Central Connecticut State University* indicates a significant shortfall; the expected expenses exceed funds available. Therefore, the DAS, Supplier Diversity Unit is unable to determine a Small/Minority Business spending for FY22-23.

However, accept this memo as notification that while the annual spending plan for S/MBE spending is not established, the *Central Connecticut State University* is required to report the quarterly spend with S/MBE's as mandated by CGS 4a-60g. Questions regarding the quarterly reporting and subsequent forms are available on the Commission on Human Rights and Opportunities website.

Should the agency adopted budget allocation change during the fiscal year, the *Central Connecticut State University* will be required to submit a revised Small/Minority Business Annual Spending Plan Report.

Also, the agency is reminded of the requirement to report quarterly on any expenditures made against the capital improvement funds indicated in the annual goals report submitted.

The DAS, Supplier Diversity representative assigned to your agency is Stan Kenton. Questions regarding the agency Small/Minority goal report shall be directed to Stan Kenton at [Stanley.Kenton@ct.gov](mailto:Stanley.Kenton@ct.gov) or (860) 713-5241

FY23 CENTRAL CONNECTICUT STATE UNIVERSITY

**AMOUNTS REQUESTED BY AGENCY**

DESCRIPTION		Page-2 Federally Funded Expenditures	Page -3 Non-Purchasing Budgeted Exp.	Page-4 Statute Required Budgeted Exp.	Page-5 Requested Exemptions	Total Deductions + Exemptions
Total Agency Adopted Budget	\$ 253,304,792	\$15,669,013	\$215,465,550	\$2,225,024	\$29,558,504.00	\$ 262,918,091
Budget Available for Small Contractor Program	\$ (9,613,299)	<b>Notes or Comments:</b>				
Annual SBE Goal	\$ (2,403,325)					
Annual MBE Goal	\$ (600,831)					

**AMOUNTS APPROVED BY DAS**

DESCRIPTION		Page-2 Federally Funded Expenditures	Page -3 Non-Purchasing Budgeted Exp.	Page-4 Statute Required Budgeted Exp.	Page-5 Requested Exemptions	Total Deductions + Exemptions
Total Agency Adopted Budget	\$ 253,304,792	\$ 15,669,013	\$ 215,465,550	\$ 2,225,024	\$ 29,558,504	\$ 262,918,091
Budget Available for Small Contractor Program	\$ (9,613,299)	<b>Notes or Comments: Approved as submitted.</b>				
Annual SBE Goal						
Annual MBE Goal	\$ -					

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1st Fiscal Year Period: 7/1/2022-9/30/2022

ENTER THIS QTR-

Agency Name: Central Connecticut State University Agency Number: 7802  
 Prepared by: Charles Zsebik E-mail: Charles.Zsebik@ccsu.edu  
 Address: \_\_\_\_\_

Tel. # - 860-832-0041 *Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 253,304,792.00
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	\$ 5,647,176.45	515	\$ 5,647,176.45	515

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,295,151.05	144	\$ 1,295,151.05	144
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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 (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)				
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 511,009.06	28	\$ 511,009.06	28
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 511,009.06		\$ 511,009.06	
MBE TOTAL (Lines A - W)	\$ 511,009.06		\$ 511,009.06	

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures*  
 Please submit a digital copy of this form to [Donald.Braman@ct.gov](mailto:Donald.Braman@ct.gov).

Fiscal Year Quarter 1st Fiscal Year Period 7/1/2022-9/30

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	<a href="mailto:charles.zsebik@ccsu.edu">charles.zsebik@ccsu.edu</a>
Tel. # -	860-832-0041		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 9,818,068.05

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ -	0	\$ -	0

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ -	0	\$ -	0
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ -	0	\$ -	0
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)	\$ -	0	\$ -	0
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ -		\$ -	
MBE TOTAL {Lines A - W}	\$ -		\$ -	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 2nd Fiscal Year Period: 10/1/2022-1

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	Charles.Zsebik@ccsu.edu
Tel. # -	860-832-0041	<i>Please Submit a copy of this form and Back-Up Sheets via Inter-Office 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	\$ 253,304,792.00
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		YEAR TO DATE	
	TOTALS (\$)	Number Contracts	TOTALS (\$)	Number Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 9,975,208.10	246	\$ 15,622,384.55	761

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,360,530.82	107	\$ 2,655,681.87	251
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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)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 37,554.61	2	\$ 37,554.61	2
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)	\$ 414,370.75	17	\$ 925,379.81	45
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ 414,370.75		\$ 925,379.81	
MBE TOTAL (Lines A - W)	\$ 451,925.36		\$ 962,934.42	

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

Please submit a digital copy of this form to [Donald.Braman@ct.gov](mailto:Donald.Braman@ct.gov).

Fiscal Year Quarter 2nd Fiscal Year Period 10-1/2022-1

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	<a href="mailto:charles.zsebik@ccsu.edu">charles.zsebik@ccsu.edu</a>
Tel. # -	860-832-0041		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report \$ 9,818,068.05

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 80,000.00	1	\$ 80,000.00	1

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ -	0	\$ -	0
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 37,554.61	2	\$ 37,554.61	2
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)	\$ -	0	\$ -	0
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ -		\$ -	
MBE TOTAL {Lines A - W}	\$ 37,554.61		\$ 37,554.61	

DEPARTMENT OF ADMINISTRATIVE SERVICES Fiscal Year 2023  
 SUPPLIER DIVERSITY PROGRAM *Back-Up Sheets require Totals for each MBE Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 3rd Fiscal Year Period: 1/1/2023-3/31/2023

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	Charles.Zsebik@ccsu.edu
Tel. # -	860-832-0041	<i>Please Submit a copy of this form and Back-Up Sheets via Inter-Office 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	\$ 253,304,792.00
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	\$ 8,898,230.15	303	\$ 24,520,614.70	1,064

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 1,469,903.63	106	\$ 4,125,585.50	357
--	-----------------	-----	-----------------	-----

7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 29,741.50	2	\$ 67,296.11	4
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)	\$ 466,226.94	17	\$ 1,391,606.75	62
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 466,226.94		\$ 1,391,606.75	
MBE TOTAL {Lines A - W}	\$ 495,968.44		\$ 1,458,902.86	



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

Please submit a digital copy of this form to [Donald.Braman@ct.gov](mailto:Donald.Braman@ct.gov).

Fiscal Year Quarter 3rd Fiscal Year Period 1/1/2023-3/31

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	<a href="mailto:charles.zsebik@ccsu.edu">charles.zsebik@ccsu.edu</a>
Tel. # -	860-832-0041		

1) TOTAL **CAPITAL IMPROVEMENT FUNDS** AVAILABLE FROM YOUR ADOPTED BUDGET \$ 9,818,068.05  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY <b>Capital Improvements Expenditures</b> for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ -	0	\$ 80,000.00	1

3) Total Agency FY <b>Capital Improvements Expenditures</b> for Purchases from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ -	0	\$ -	0
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 29,741.50	2	\$ 67,296.11	4
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)	\$ -	0	\$ -	0
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL (Lines L - W)	\$ -		\$ -	
MBE TOTAL (Lines A - W)	\$ 29,741.50		\$ 67,296.11	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 4th Fiscal Year Period: 4/1/2023-6/30/23

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	Charles.Zsebik@ccsu.edu
Tel. # -	860-832-0041	<i>Please Submit a copy of this form and Back-Up Sheets via Inter-Office 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	\$ 253,304,792.00
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	\$ 8,648,557.51	105	\$ 33,169,172.21	1,169

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 2,839,137.38	123	\$ 6,964,722.88	480
--	-----------------	-----	-----------------	-----

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)	\$ 50,826.25	1	\$ 118,122.36	5
G) Disabled American Indian (DN)				
H) Disabled Asian American (DA)				
I) Disabled Black American (DB)				
J) Disabled Hispanic American (DH)				
K) Disabled Iberian Peninsula American (DI)				
L) Woman (W)	\$ 1,146,705.02	17	\$ 2,538,311.77	62
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ 1,146,705.02		\$ 2,538,311.77	
MBE TOTAL (Lines A - W)	\$ 1,197,531.27		\$ 2,656,434.13	

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

Please submit a digital copy of this form to [Donald.Braman@ct.gov](mailto:Donald.Braman@ct.gov).

Fiscal Year Quarter 4TH Fiscal Year Period 4/1/2023-6/30

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	<a href="mailto:charles.zsebik@ccsu.edu">charles.zsebik@ccsu.edu</a>
Tel. # -	860-832-0041		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET \$ 9,818,068.05  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 121,944.66	2	\$ 201,944.66	3

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

A) American Indian (N)				
B) Asian (A)				
C) Black (B)	\$ -	0	\$ -	0
D) Disabled Individual (D)				
E) Hispanic (H)				
F) Iberian Peninsula (I)	\$ 50,826.25	1	\$ 118,122.36	5
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)	\$ -	0	\$ -	0
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ -		\$ -	
MBE TOTAL {Lines A - W}	\$ 50,826.25		\$ 118,122.36	

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

Please submit a digital copy of this form to [Donald.Braman@ct.gov](mailto:Donald.Braman@ct.gov).

Fiscal Year Quarter 1st Fiscal Year Period 7/1/2023-9/30

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	<a href="mailto:charles.zsebik@ccsu.edu">charles.zsebik@ccsu.edu</a>
Tel. # -	860-832-0041		

1) TOTAL **CAPITAL IMPROVEMENT FUNDS** AVAILABLE FROM YOUR ADOPTED BUDGET \$ 6,708,053.93  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY <b>Capital Improvements Expenditures</b> for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ -			0

3) Total Agency FY **Capital Improvements Expenditures** for Purchases from Minority Business Enterprises (MBE) only.  
**PLEASE CATEGORIZE:**

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)				
B) Asian (A)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 10,661.25	1	\$ 10,661.25	1
F) Iberian Peninsula (I)	\$ 1,133.78	1	\$ 1,133.78	1
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)				
M) Woman American Indian (NW)				
N) Woman Asian (AW)				
O) Woman Black (BW)				
P) Woman Disabled (DW)				
Q) Woman Hispanic (HW)				
R) Woman Iberian Peninsula (IW)				
S) Disabled American Indian Woman (DNW)				
T) Disabled Asian American Woman (DAW)				
U) Disabled Black American Woman (DBW)				
V) Disabled Hispanic American Woman (DHW)				
W) Disabled Iberian Peninsula American Woman (DIW)				
DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)	\$ -		\$ -	
WBE TOTAL [Lines L - W]	\$ -		\$ -	
MBE TOTAL {Lines A - W}	\$ 11,795.03		\$ 11,795.03	

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter 1st Fiscal Year Period: 7/1/2023-9/

ENTER THIS QTR-

Agency Name:	Central Connecticut State University	Agency Number:	7802
Prepared by:	Charles Zsebik	E-mail Address:	Charles.Zsebik@ccsu.edu

Tel. # - 860-832-0041 *Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 207,285,424.00
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	\$ 8,432,970.27	399	\$ 8,432,970.27	399

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$ 948,306.87	136	\$ 948,306.87	136
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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)				
C) Black (B)				
D) Disabled Individual (D)				
E) Hispanic (H)	\$ 10,661.25	1	\$ 10,661.25	1
F) Iberian Peninsula (I)	\$ 1,133.78	1	\$ 1,133.78	1
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)	\$ 406,826.75	6	\$ 406,826.75	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)				
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]	\$ 406,826.75		\$ 406,826.75	
MBE TOTAL {Lines A - W}	\$ 418,621.78		\$ 418,621.78	