AVAILABILITY ANALYSIS Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

- (1) To examine the job content of each office position and position classification within an occupational category
- (2) To identify a relevant labor market area
- (3) To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted.

In calculating availability, the following information and data sources were consulted and utilized:

- (1) Employment data Census 2014-2018, EEO data tool. (US, Connecticut, and Hartford County LMA)
- (2) Unemployment data This is no longer a source used in the Affirmative Action Plan.
- (3) Digest of Educational Statistics November 2021 (all faculty ranks) and September 2021 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022
- (5) Race and sex composition of employees in promotable and/or transferable positions.

Note:

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

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

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

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

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OCCUPATIONAL CATEGORY: JOB TITLE:	;;					EEO 1 - E All Titles	L - Exect	utive/A	EEO 1 - Executive/Administrative All Titles	rative						REP LAB(REPORTING DATE: LABOR MARKET A	REPORTING DATE: LABOR MARKET AREA:	Ä				07/31/23 Statewide/National	e/Natior	lat				2				
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7. Other Source (Specify)		42.3	8	33.8	57.7	8	46.2	33	80	26.4	42.2	8	33.8	3.9	80 3.	3.1 7.1	80	5.7	2.8	80	2.2	4.5	08	3.6	2.2	80	200	20	2.4	4 05	80	0	0
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Total	219		135			8			102			99			9		7			8			4			19		. 1	7		0		0
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US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022 - Management Table 314.40	ter for Education Statis	stics, IP	EDS, Fet	bruary 2	022 - N	lanagei	ment Ta	able 314	1.40																		-						
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Employment data in the Applicable Labor Market Area	Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)	, EEO	Data To	ool, US	Total,	Educa	ition A	dminis	trators		The hiring area administrators competitive and positions/funct	The hiring area is Na administrators chos competitive and are positions/functions.	lationw sen as e often	ide for i titles at recruit	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	rategon rersity E	/. Educa EEO 1 le nm simi	ation evel are llar	highly		ralue w reed de ted prii	eight a: grees a marily t	10% value weight as Executive/Administrative advanced degrees and relevant/current experrecruited primarily through national searches.	ive/Adı /ant/cu nation	ministra rrent e) al searc	ative po kperien hes.	sitions ce. Mc	10% value weight as Executive/Administrative positions at CCSU req advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	10% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	<u>e</u>			
Unemployment in Applicable Labor Market Area	2	125		. 10													1			This is plan.	no lon :	iger a d	ata sou	rce avai	lable to	o use fo	r the Ai	ffirmativ	This is no longer a data source available to use for the Affirmative Action plan.	uo			
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Inalysis VI and	by Jok Profes	b Class ssor.	ificatio	n: Pro	fession	nal Nor	۲ ا	Preci in pri job ti Admi dean	Precise figures f in promotable p job title. Some Administrator V dean searches.		comput tions. , smotior d VI; Pn	ing raci Almost a s do oc ofessora	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	xual co ons are cally fro	mposit filled b m the l number	ion of p y hires level of	oersons in this demic		alue w ver, an nistrato	eight. occasi or V & V	10% value weight. Most positions in However, an occasional promotion d Administrator V & VI and Professors.	ositions omotion ofessor	in this () does a	categor	y are fi. om the	10% value weight. Most positions in this category are filled thot However, an occasional promotion does occur from the level of Administrator V & VI and Professors.	10% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.	es.			
OTHER SOURCE	US Dept. of Ed IPEDS Data Spring 2021-Table 314.40: Management- February 2022	DS Dat	a Sprin	ng 202:	1-Table	314.4	10: Mai	nagem	ent-	The ladmi	The hiring area administrators competitive and positions/functi	The hiring area is Na administrators chos competitive and are positions/functions.	lationw sen as e often	ide for t titles at recruit	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	ategon rersity E nally fro	/. Educa EEO 1 le nm simi	ation evel are llar	highly		/alue w iced de ted prii	reight a grees a marily t the Un	80% Value weight as Executive/A advanced degrees and relevant/c recruited primarily through natio employed at the University level.	tive/Adi /ant/cu nation: level.	ministri rrent ex al searc	ative po kperien hes ano	ositions ce. Mc d are of	80% Value weight as Executive/Administrative positions at CCSU requadvanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.	ē.			90
*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	AN INDIAN, ALASKA NATIVE	E, HAWA	IAN NAT	TVE, PAC	FIC ISLA	VDER																											

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OCCUPATIONAL CATEGORY: JOB TITLE:	e.			P P	EEO 2 - Faculty Professor	culty								REPOR	REPORTING DATE: LABOR MARKET AREA:	TE: AREA:				07/31/23 Statewide	07/31/23 Statewide/National	onal								
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1. Employment data in the applicable LMA	applicable LMA	0	0.0	51.6	0	0.0	36.2 0	0.0	37.9	0	0.0	1.7 0	0.0	3.8	0	0.0	2.4 0	0.0	2.4	0	0.0	7.2	0	0.0	_	0.0	100000	0.0 0	0 1.1	0.0
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Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers	2014-2018 EEO Data 1	Tool, Statewide L	lata, Con	necticu	it, Post S	econda	iry Teache		(SOC 251000/2205)	2205)																				
SOC 251000/2205	19955	0996	-	18	10295	H	7225	S		7555		ň	345		755	r	48	485		485			1430	-	12	1285	_	175		215
Title	0	0			0	-	0			0		7	0		0		,	0		0			0			0		0		0
Total	19955	0996		10	10295		7225	2		7555		a,	45		755		4	485		485			1430		12	1285		175		215
Percentage	100.0%	48.4%	-	51	21.6%	\dashv	36.2%	%		37.9%	-	1	1.7%		3.8%		2.	2.4%		2.4%			7.2%	+	6.	6.4%	-	%6.0		1.1%
Promotable/Transferable Pool - 07/31/2023	ool - 07/31/2023	1	-			+					-			-															-	
Associate Professor	129	74	+		22	-	47			33	+		e	1	4			4	-	-			20			S	+	0		0
Title	0	0	+		0	+	0			0	+		0	4	0	1		0	4	0	1		0	+		0	+	0		0
Total	129	74	+		55	+	47			33	+		m		4	1		4	1	7			20	1		2	+	0		0
Percentage	100.0%	57.4%		47	45.6%	\dashv	36.4%	%		30.2%		2.	2.3%		3.1%		m.	3.1%		5.4%			15.5%		e,	3.9%	-	0		0
Digest of Ed. Statistics, Table315.20, January 2023: Professor	le315.20, January 202	3: Professor	}										3											}			-		-	
Professors	183270	117338	+	9	65932	+	91213	E		51610	+	42	4255	1	3308	+	47	4739	+	3083		"	16347	+	73	7318	+	784		613
Total	183270	117338	+	65	65932	+	91213	m		51610	\dagger	42	4255		3308	-	47.	4739	+	3083			16347	+	73	7318	+	784		613
Percentage	100.0%	64.0%	H	36	36.0%	Н	49.8%	%		28.2%	Н	2.	2.3%		1.8%	П	2.1	2.6%	Н	1.7%	П		8.9%	H	4.	4.0%	H	0.4%	Ц	0.3%
CACTOB.	SOLIBCE CONSTILLED:	.60.		No.				BASI	S OF CE	I ECTION	1. 6506	HOVE	BASIS OF SELECTION: GEOGRAPHICAL AREA /108 TITLE:	T AOI/	TIE		loc.	SINOSI	W dOS	BEASONS FOR WEIGHTING THE EACTOR:	THE	EACTO:	i					S (200)		
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	:O Data Tool, Sta: 10/2205)	tewide D	ata, Col	nnecticu	ıt, Post	Secondar		ring area e recruite sities, spe	The hiring area is Nationwide for this job catego may be recruited from within the state of Conn universities, specifically other state universities.	ride for thi thin the st. ther state u	is Job cate ate of Cor universitie	The hiring area is Nationvide for this job category, However, a small percentage if any may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	ever, a sm mploymer	all percen	itage if an		value wei, vant/curr ralue weig	ght as pro ent exper tht is give.	Ok value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recutied primarily through nation to value weight is given as most positions are filled via promotion.	sitions at st hires a positions	CCSU req	ted prima	anced degarily throu	Ok value weight as professor positions at CCSU require advanced degrees and devent/current experience. Most hires are rectuited primarily trough national searches, No value weight is given as most positions are filled via promotion.	nal search	les.			
Unemployment in Applicable Labor Market Area	×													7			T.	nol on si	ger a data	rhis is no longer a data source for the Affrmative Action Plan.	r the Affir	rmative A	Action Pla.	'n.		145				3
Promotable/ Transferable	2022 CCSU Workforce Analysis by Job Classification: Associate Professor	Analysis by Job Clas	sification	: Associa	ite Profes	304	8	Precis positic bargai	e figures t ons. The oning and	Precise figures for computing racial and sexual comp positions. The majority of these positions are filled t bargaining and the promotional and tenure process.	ting racial f these postional and	and sexua sitions are d tenure p	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	tion of per romotion	sons in pr	romotablı via colleci	بو	value we	ight. Vali	95% value weight. Value weight is P processes in place at the university.	is higher ty.	for promo	otions du	ue to pron	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.	and tenun	ģi.		23	
OTHER SOURCE	Digest of Ed. Statistics, Table 315.30, January 2023: Professor	Table 315.20, Janu.	ary 2023:	Professi	, o			The H profes	ring area sor level	The Hiring area is Nationwide for this job catego professor level are a common recruitment pool	vide for th non recru	iis job catu iitment po	The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	ons currer	ntly emple	yed at th		value wei vant/cun motion. C nged fron	ght. Prof. ent exper iccasional	5% value weight. Professor positions at CC relevant/current experience. A small value promotion. Occasionally a hire may occur ti changed from 264 to 315.20 for the Digest.	ions at O mall value ay occur the Digest	CSU requi e weight i through r	ire advan is given a national s	as most pi	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches. Table number changed from 264 to 315.20 for the Digest.	ignificant re filled vi mber	- ia			
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OCCUPATIONAL CATEGORY: JOB TITLE:					шч	EEO 2 - Faculty Associate Prof	EEO 2 - Faculty Associate Professor	SSOF								REPOR	REPORTING DATE: LABOR MARKET AREA:	ATE: :T AREA:	2			07/ Stat	07/31/23 Statewide/National	ational					*			
FACTOR	~	TOT	TOTAL MALE	E.	TOTA	TOTAL FEMALE	E.	WHI	WHITE MALE	ш	WHITE	TE FEMALE		BLACK MALE	MALE	BLA	BLACK FEMALE	ALE	HISP	HISPANIC MALE	500	HISPANIC FEMALE	FEMALE	2000	AAIANHNPI MALE	MALE	AAIAN	AAIANHNPI FEMALE	$\overline{}$	TWO OR MORETWO OR MOR	RETWO 0	DR MORE
		RS	VW	WF	RS	M	WF	RS	VW	VF	RS \	w w	F RS	S VW	/ WF	IL.	W	WF	RS	WW	WF	RS VW	V WF	250,00	W	WF	RS	W		RS VW WF	RS	VW WF
1. Employment data in the applicable LMA	pplicable LMA	48.4	S	2.4	51.6	2	2.6	36.2	S	1.8	37.9	5	1.9	7 5	0.1	3.8	Ŋ	0.2	2.4	10	0.1 2	2.4 5	0.1	7.2	S	0.4	6.4	Ŋ	0.3	0.9 5 0.0	1.1	5 0.1
2. Unemployment in Applicable LMA	ible LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	1 0 0.0	1	0.0
3.Promotable/Transferable Percentage	Percentage	38.1	202	10000	61.9	70		23.8	70	16.7	39.7	70 27	27.8 3.2	2 70	2.2	7.9	70	5.5	0	20	0.0	1.6 70	1.1	11.1	1 70	7.8	12.7	70	8.9	0 70 0.	0.0	70 0.0
4.Pop. in the LMA																												i,			1000	
5.Client Pop. Figures																												187			200	
6.Educ/Tech Tng Figures																						17.									50.50	
7. Other Source (Specify)		52.5	25	13.1	47.5	25	11.9	38.5	25	9.6	35.1	25 8.	8.8 2.7	7 25	0.7	3.4	25	6.0	2.8	25	0.7	2.6 25	5 0.7	7.8	25	2.0	5.9	25	1.5	0.6 25 0.	0.2 0.6	25 0.2
8. Other Source (Specify)	*																															
FINAL AVAILABILITY BASE PERCENTAGE	ERCENTAGE			42.2			57.8			28.1	H	38	38.5		3.0			9.9			8.0	-	1.9			10.2			10.7	0.	0.2	0.3
Finalovment Data - Census 2014-2018 EEO Data Tool. Statewide Data. Connecticut. Post Secondary Teachers (SOC 251000/2205)	2014-2018 EEO Data T	Tool. Sta	tewide D	Data. Co	nnectic	it. Post	Second	ary Teac	chers (S	OC 2510	100/220	5)	Vi Au																			
SOC 251000/2205	19955		0996			10295			7225	-		7555	H	345	5		755			485		485	S	-	1430			1285		175	2	215
Title	0		0			0			0			0		0			0			0		0			0			0		0		0
Total	19955		9660			10295			7225		_	.555		345	2		755			485		485	5		1430			1285		175	2	215
Percentage	100.0%		48.4%			21.6%			36.2%	\dashv	œ.	37.9%	-	1.7%	%		3.8%			2.4%	-	2.4%	%	\perp	7.2%			6.4%		%6.0	1	1.1%
Promotable/Transferable Pool - 07/31/2023	ool - 07/31/2023						-			-			-	1							-	ľ		-	i			•			-	
Assistant Professor	63		24			g .			15	+		52	+	7			0			0		-		1				x 0	T	0		0
Title	0		٥	1		0	1		,	1		, i	+	9		1				•	+	,		1	1 0			•	Ī	9		0
Total	63	1	24	1		39	1	ľ	15	+	1	52	+	7 000	,	1	2 00				+	1 60	1	+	11 10/			12 707				0 0
Percentage 100.0% Statistics. Table 315.20. January 2023: Associate Professor	100.0% P 315.20. January 202	3: Asso	ociate Pro	ofessor		07.570		1	0.0.07		1	0.1.0	-	7:5	9		0/0.1			,	+	1	8					2	1	,		
Associate Professor	154402	L	80989			73413	Г	S	59521		Ŋ	54170	_	4196	9		5194			4362	-	3975	15	L	12022	2		9179		888	80	895
	0		0			0	T		0			0	-	0			0			0		0			0			0		0		0
Total	154402		80989			73413		11	59521		ķ	54170		4196	96		5194			4362		3975	75		12022	2		9179		888	3	895
Percentage	100.0%		52.5%			47.5%		""	38.5%		EÚ.	35.1%		2.7%	%		3.4%			2.8%		2.6%	%		7.8%	,5		2.9%		%9.0	0	%9.0
FACTOR	を に ない かっぱい ない	0,	SOURCE CONSULTED:	CONS	ULTED:						BASIS (BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	CTION:	GEOGR	APHIC	AL AREA	1/JOB	TITLE				REASO	VS FOR	WEIGH	HTING	REASONS FOR WEIGHTING THE FACTOR:	TOR:					
Funloyment data in	Census 2014-2018 FEO Data Tool. CT Total. Post Secondary Teachers	FFO	ata Too	I. CT To	of lete	st Seco	undary	Teache	Т	The hiri	ng area	The hiring area is nationwide for this iob category. However, a small	onwide	for this	iob cat	egory.	Howeve	er, a sm	Г	5% valu	e weigh	it as ass	ociate p	rofesso	or posit	ions at	5% value weight as associate professor positions at CCSU require	aduire				
the Applicable Labor Market Area	(251000/2205)									percentage m employment	age ma	percentage may be recruited from within the state of Connecticut employment pool from other universities.	cruited n other	from w univer	vithin th sities.	e state	of Con	necticu		advanc. ecruite	ed degr	advanced degrees and relevant/current exper recruited primarily through national searches.	relevar vugh na	t/curre tional s	ent exp	erience.	advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	hires an	a		- 4	
Unemployment in																				This dat	a sourc	e is no	onger u	sed for	r the Af	firmativ	This data source is no longer used for the Affirmative Action Plan.	n Plan.				
Applicable Labor Market Area	50																													455		
	2022 CCSU Workforce Analysis by Job Classification: Assistant	orce An	alysis b	y Job C	lassific	ation:	Assista	int	٢	Precise	figures	Precise figures for computing racial and sexual composition of persons	nputing	racial	and sext	ual com	positio	n of pe	rsons	70% val	ue weig	ght. Val	Je weig	ht is hi	gher fo	r promo	70% value weight. Value weight is higher for promotions due to the	lue to th	e.			-
Promotable/ Transferable	Professor Rank (Does not include instructor)	oes not	t include	e instru	ictor)				14 11	in pron promot pargain	ion froi	in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	ns. Abc ssistant omotion	but half t Profes hal and	of thes sor leve tenure	e positi el annuz process	ons are ally via s.	filled k collecti		promot	ional aı	nd tenui	e proce	ld ui ssa	lace at	promotional and tenure process in place at the university.	rersity.					
	Digest of Ed. Statistics, Table 315.20, January 2023: Associate	tics, Ta	3ble 315	5.20, Ja.	nuary 2	2023:	Associa	ate	Ť	The hiri	ng area	The hiring area is Nationwide for this job category. Persons currently	onwide	for thi	s job ca	tegory.	Person	s curre		25% va	ue wei	ght. Ass	ociate !	rofess	or posit	tions at	25% value weight. Associate Professor positions at CCSU require	equire				
OTHER SOURCE	Professor						•		J 14	employ pool.	ed at t.	employed at the associate professor level are a common recruitment pool.	ciate pr	ofessor	level a	re a cor	nmon r	ecruitn		advanc recruite	ed degr d prima	advanced degrees and relevant/current exper recruited primarily through national searches.	relevar ough na	nt/curre itional :	ent exp searche	erience	advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	hires ar	ė.			, i
*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	N INDIAN, ALASKA NATIVE	E, HAWAI	IAN NATIV	/E, PACIFI	CISLAND	ER			1										1													

									.65			CENTRAL	CONNEC	CENTRAL CONNECTICUT STATE UNIVERSITY	TE UNIVERS	_ LIS															
															2																
OCCUPATIONAL CATEGORY: JOB TITLE:	:.	1			Assista	EEO 2 - Faculty Assistant Professor (including Instructor)	sor (includ	ing Instruc	tor)		2	ii		2	REPORTING DATE: LABOR MARKET AI	REPORTING DATE: LABOR MARKET AREA:	: REA:	40		O7/. Stat	07/31/23 Statewide/National	onal									
FACTOR	OR	TOTAL MALE	ILE .	TC TC	TOTAL FEMALE	ALE	1	WHITE MALE	31	WHI	ITE FEMALE	-	BLACK MALE	MALE	BLAC	BLAČK FEMALE	3	HISPANIC MALE	139	HISPANIC FEMALE	EMALE	AAIANH	AAIANHNPI* MALE	1200	IANHNPI	AAIANHNPI* FEMALE		TWO OR MORE	1000	TWO OR MORE	MORE
		RS VW	WF	RS	W	WF	RS	W	WF	RS	W	WF	RS V	VW WF	RS	wv	WF	RS VW	WF	RS VW	V WF	RS	w w	WF RS	wv s	w WF	96	WA	u.	RS VW	/ WF
1. Employment data in the applicable LMA	applicable LMA	48.4 10	4.8	51.6	10	5.2	36.2	10	3.6	37.9	10	3.8	1.7 10	10 0.2	3.8	10	0.4	2.4 10	0.2 2.	2.4 10	0.2	7.2		0.7 6.4	4 10	0.0	73	9 10	0.1	1.1 10	0.1
2. Unemployment in Applicable LMA	cable LMA	0	0.0	0	0	0.0	0	0	0:0	0	0	0.0	0 0	0.0 0	0	0	0.0	0 0	0.0	0 0	0.0	0	0 0	0.0	0 0	0.0		10.2	-	1 0	0.0
3.Promotable/Transferable Percentage	a Percentage	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0		0.0 0	0	0	0.0	0 0		0	0.0	0	0	0.0	0	0.0	0	0	1000	0	_
4.Pop. in the LMA													100																1000	-	
5.Client Pop. Figures		No. of the last of				10											100			-					-						
6.Educ/Tech Tng Figures												38																100 Miles			
7. Other Source (Specify)		44.7 30	13.4	55.3	30	16.6	30.7	30	9.2	38.2	30	11.5	3.0	30 0.9	5.1	30	1.5	2.9 30	0.9	3.4 30	1.0	7.4	30 2	2.2 7.5	-	30 2.3	3 0.7	30	0.2	1.1 30	0.3
8. Other Source (Specify)			25.1	58.2	9	34.9	27.6		16.6	35.8	-		98	(T) (6)	6.8	\vdash	1500	150		\vdash	\vdash	5.7		1000	\vdash					\vdash	
FINAL AVAILABILITY BASE PERCENTAGE	PERCENTAGE		43.3			56.7			29.4			203					100	202		H	4.6		500	1000	Н	Н	1000			H	1.6
Employment Data - Census 2014-2018 EED Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	2014-2018 EEO Data T	ool, Statewide Da	ta, Connec	cticut, Post	Secondar	ry Teacher	s (SOC 25:	1000/2205	3																				1000	100 mg	
SOC 251000/2205	19955	0996			10295			7225			7555		345			755		485		485		-	1430		1285	2	_	175	-	215	
Title	0	0			0			0			0		0			0		0		0			0		0			0		0	
Total	19955	0996			10295			7225			7555		345	2		755		485		485		ſ	1430		1285	35		175		215	
Percentage	100.0%	48.4%		~	51.6%			36.2%			37.9%		1.7%	%		3.8%		2.4%		2.4%	9		7.2%	Н	6.4%	%		%6.0	H	1.1%	9
Promotable/Transferable Poo					•			•			•	-	•				1	•	-	•				-	•		-	•	-	•	
Title	0				0			•			0	-					1	0	1	9			0	+	0		+	•	+	0	
Total	0	0			-			5			-						+										-	-	-		
Percentage	0	0			•			٥			٥						-	0		٩			ا		٥		-	٥		0	
Digest of Ed. Statistics, Tab	ble 315.20, November 2	021: Assistant Pro	ofessor													0.00													-		
Assistant Professors	155444	69529			85915		2	47792			59310	+	4694	4		7077	+	4520		5260		1	11433	+	11664	64	+	1090	+	1709	
lotal	100.08/	09359			700 33			76//4			OTCEC		1034	2 2		1312		7907	+	2 48/			7 467	+	17004	1 2	+	702.0	+	1108	
Percentage Louison Digest of Ed. Statistics. Table 324.20 Doctoral Degrees. September 2022	le 324.20 Doctoral Des	rees. September	1022		975.50			20.7 %			20.470	-	8			0.470	-	6,576	-	1			1/9		2	8	-	0.1%		7.7	
National Data	170580	71253			99327			47091			60991	-	5519	6		11522	-	6657	-	9808		3	9696	-	13527	27	_	2290		3479	
Total	170580	71253			99327			47091			60991		5519	6		11522		6657		9808		31	9696	-	13527	27	-	2290	+	3479	6
Percentage	100.0%	41.8%			58.2%			27.6%			35.8%	-	3.2%	%		6.8%	+	3.9%		2.7%	10		5.7%	,	7.9%	%		1.3%	-	2.0%	
EACTOR:	The state of the s	15	NIBCE CC	SOLIBCE CONSULTED.					1000	RAG	IS OF SE	FOTION	GFOGRA	SIS DE SEI ECTION: GEOGRAPHICAL AREA/108 TITLE:	AREA/IOE	TITIE				REAS	ONS FOR	REASONS FOR WEIGHTING THE FACTOR:	THE EX	ACTOR.	1 W 18			The Market			Sec. 1983
TACLOR:		2	2000	0000					:	5					200			Т		3							+				I
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, CT Total, Post Secondary Teachers (251000/2205)	EEO Data Tool,	CT Total,	, Post Seco	ondary 1	Teachers	(251000,		The hirii may be i other un	The hiring area is r may be recruited f other universities.	from wit	ide for th. hin the st	is job cat ate of Co	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	owever, a t employi	small p ment po	ercentag	9	10% value weight as assista degrees and relevant/curre through national searches.	rt as assi vant/cu searche	stant pro	10% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	itions at Aost hire	s are recri	uire adv uited pr	anced rimarily					
Unemployment in			e.																							1					
Applicable Labor Market Area									2:									This da	ita source	is no lor	iger used	This data source is no longer used in this Affirmative Action Plan.	irmative	Action Pla	an.						
Promotable/ Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	a promotable p	ool for th	his catego	ry as ins	tructor p	ositions	are now	N/A		38			-				0% valı	ue weight	as there	is no ava	0% value weight as there is no available promotable pool	motable	pool.			-				
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2021. Table prepared November 2021.	tics, Table 315.	20. Assist	tant Profe	ssor. Fa	II 2021. T	able pre	pared	The hiring area the assistant pr	ng area is tant pro	nationwi fessor lev	ide for thi el are a c	is job cat ommon i	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	ersons cur ent pool.	rently e	employed		30% value weight. Assistar degrees and relevant/curre through national searches.	rt. Assis vant/cu searche	tant proferrent exp.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	ions at C Aost hire:	CSU requi	iire adva ruited pr	anced rimarily					
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred 2020-2021 data.	nal Statistics Ta	ble 324.2	20: Doctor	al degre	ses confe	rred 202	0-2021	The hiring area i candidates who related field.		nationwi	ide for th	is job cat heir term	is nationwide for this job category. Most positions are filled by currently possess their terminal degrees; most often a Ph.D. in a	ost positi ees; mos	ons are t often a	filled by a Ph.D. ir	e c	60% value weight. Assistar degrees and relevant/curre through national searches.	it. Assis vant/cu	tant proferrent exp.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.	ions at C dost hire:	CSU requi	iire adva ruited pr	anced rimarily					
*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	AN INDIAN, ALASKA NATIVE	, HAWAIIAN NATIVE,	PACIFIC ISLA	ANDER				13																							

	1 0					.91					73	ס	INTRAL	CONNEC	CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS	TATE UN	IIVERSIT	_			20												
OCCUPATIONAL CATEGORY: JOB TITLE:						EEO 2 - F. Coaching	EEO 2 - Faculty Coaching	Ιħ								23	EPORTII ABOR M	REPORTING DATE: LABOR MARKET AREA:	REA:				07/31/23 Statewide	'23 ide/Nat	07/31/23 Statewide/National(NCAA)	CAA)							
FACTOR		-	TOTAL MALE	TALE	7	TOTAL FEMALE	MALE		WHITE MALE	MALE	WH	HITE FEMALE	ALE	BLA	BLACK MALE	ш	BLACK	BLACK FEMALE		HISPANIC MALE	MALE	HISP	HISPANIC FEMALE	MALE	AAIA	AAIANHNPI MALE	2000	AAIANHI	NPI FEM	MALE IN	AAIANHNPI FEMALE TWO OR MORETWO OR MOR	ORETW	O OR M
		RS	W	WF		8	WF	~	W	WF	æ	W	WF	RS	WV	VF	RS	vw WF	æ	RS VW	WF	-	W	WF	RS	VW	1020	æ	W .	WF	RS VW WF	WF RS	w WF
1. Employment data in the applicable LMA	plicable LMA	6.09	99	300	117	⊢	3.9	-		200	***	├	3.3	4.2	1000	1000	\vdash	-	300	SEE 15	1000	2000	10	0.2	1.4	500	1000	-	-	-	1.9 10		3 10 0.1
2. Unemployment in Applicable LMA	le LMA	0	400		10000	0	\vdash	10000	0,000	250	0	0	0.0	0	2000	1006	_		(200)	2014) 1505	1000	1900	0	0.0	0	1500	55250	-	⊢				0
3.Promotable/Transferable Percentage	rcentage	0	0	0:0	Service .	0	0 5	385	, 600 (0.00)	0.0	0	0	0.0	0	0	0.0	0	(4)			0.0	in the last	0	0.0	0	0	0.0	0		1500	0		0
4.Pop. in the LMA					-Nava									200						AS SS									\vdash				
5.Client Pop. Figures																																	
6.Educ/Tech Tng Figures																																	
7. Other Source (Specify)		71.4	6	64.3	3 28.6	8	25.7	7 51.7	06 4	46.5	21.8	96	19.6	13.4	06	12.1	4.2	90	3.8	8.	3.4	1.4	98	1.3	2.5	96	2.3	1.2	8	1.1	0.0	0.0	0.0 00.0
8. Other Source (Specify)			200		_				16.9		_	\vdash			200		\vdash	\vdash	969			10000							\vdash		100000		
FINAL AVAILABILITY BASE PERCENTAGE	RCENTAGE			70.4		Ц	29.6			51.3			22.9			12.5	H	4	4.0		3.9			1.5			2.4			1.2		0.2	0.1
Employment Data - Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/27	cut Occupational Stati	istics, 2	014-20	18 Athle	stes, Co.	aches,	Umps &	Relate	d Work	ers (27-2	020/27		& Perf	ports &	21); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)	rkers (2:	7-20XX	(2700)												-			
27-2020/2721	4900	L	3095		L	1805		-	2385	5	_				335	-		105		180			35			70	r		80	\dagger	125		15
27-20XX/2700	6299		3725	10		2574			3035	22		2065			135			160	H	385			200			85			69	T	85		80
Total	11199		6820			4379	6	Ц	545		Ц	3635			470	H		265	H	565			235			155		Ą:	149		210	Н	95
Percentage	100.0%	4	%6.09	%		39.1%	%	4	48.4%	%	\rfloor	32.5%			4.2%	1		2.4%	+	2.0%	。		2.1%			1.4%			1.3%		1.9%	-	0.8%
Promotable/ Iransrerable Pool	0		c			0			C			0			0	-		0	-	0			C			0	t		c		c		c
	0	1	0		1	0		1	0			0			0	+		0	+	0			0			0			0		0		0
Total	0		0			0		-	0			0			0			0	\vdash	0			0			0			0		0		0
Percentage	0	Ц	0		Ц	0		Ц	0		Ц	0			0	Н		0	Н	0		Ш	0			0			0	Н	0	7	0
NCAA Data -All head coaches and assistant coaches in related sports 2021-2022 data	and assistant coache.	s in rela	ated spo	orts 202	11-2022	data																					ē						
Coaching	12426	Ц	8873	[]	Ц	3553	_∞	Ц	6424	4		2704	90		1661			226	Н	478			178			310			145	П	0		0
	0		0			0		\perp	0			0			0			0	+	0			0			0			0		0		0
Total	12426	_	8873			3553	2	4	6424	4		2704			1661			526	+	478			178			310	1		145	+	0	1	0
Percentage	100.0%		71.4%	%		28.6%	%		51.7%	%		21.8%	1		13.4%		1	4.2%		3.8%	v _o		1.4%			2.5%			1.2%		0		0
FACTOR:			SOUR	CE CON	SOURCE CONSULTED:	ä				L	BAS	IS OF S	EECTIC	N: GE	OGRAP	HICAL A	AREA/J	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	ü	H	1	REA	REASONS FOR WEIGHTING THE FACTOR:	FOR W	EIGHTI	NG THE	FACTO	OR:					100
Employment data in the		pation	al Stati 's (27-2	istics, 2 2020/2	2014-2 721); E	018 At	hletes, Perf Spi	Coach orts &	nes, Rel.	The	niring a ions ar	rea is t e filled	ypically from Ic	natior cal rec	nwide fc ruitmer	or this jo	ob cate ts with	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state.	owever ate.	1	value v ire rele	weight :vant/c	10% value weight as Division 1 coaching related positions at CCSU require relevant/current experience. A lower value weight is give as	sion 1 c experie	oachin nce. A	g relate lower	d posit value w	ions at veight i	ccsu s give a	as			
Market Area	Workers (27-20XX/2700)	x/2700	<u> </u>							Divis	ion 1 c ire pric	Division 1 coaching relati require prior experience.	relate ience.	d posit	ions are	e highly	comp(Division 1 coaching related positions are highly competitive and require prior experience.	p D	mos	t hires	are rec	most hires are recruited primarily through national searches.	orimari	ly throi	ugh nat	ional se	arches	.				
Unemployment in Applicable Labor		2	9														-			Info	rmation	not p	Information not provided for this Affirmative Action plan period.	for thi	s Affirr	native /	Action p	olan pe	riod.				
Market Area						4															160										1		
Promotable/ Transferable	N/A	.(s.) (6)	* 5		10	- 33		Pron posit toge	Promotions positions w together.	would ithin th	be fille e categ	d with	in the ca	ategory n all titl	r due to les beir	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	ar of	%0		19				£1		1.			t.		
NCAA - Division 1 - Coaching	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports) 2021-2022 Data	Race a	and De ated Sp	mograj ports) 2	phics S 2021-2	earch 022 Di	(Head (Coach	es and		uitmer rience	it for Di in Divis	vision : ion 1.s	L positi	Recruitment for Division 1 positions comes from those with experience in Division 1, sports and sports related fields.	nes fror ts relate	m thos ed fielc	e with		90% rank	value s are fi	weight lled by	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.	t positi vho are	ons fill	ed in th ntly coa	e Unive ching D	ersity's Division	coachii 1 1 spor	ing rts.			
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CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: JOB TITLE:			я	EEO 3 - Professional Non-Faculty All Titles	ssional Nor	-Faculty			la.		REPORTING	REPORTING DATE: LABOR MARKET AREA:			07/31/23 Statewid	07/31/23 Statewide/National						
Cato va		TOTAL MARIE	TOT	2000	TUAN.	TE NAME	WUITE	MANIE	DI ACK	BIACKMAIE	DI ACV	CENANIE	LICDANICAG	1000	DANIC CEM	1000	MINIMA	360	A A TANHNID CEMALE		Thacky ac	SOM SO CALLBOOM SO CAL
FACTOR	~	OIAL MA		≩l—	,	₹ -	₽	MALE	a BLACK	MALE	BLACK	-	- 16		1	000	-	S 198	S AND PER		ייייי ייייי	PC NOW WITH
1 Employment data in the applicable I MA	unicable I MA	8	\$	+	2		-	+			+	+	9 19	0100	+	100		0 00	+	_	3 6	3
די בווולווסאוויפוור מפנפ ווו רוופ כ	לאווכפסופ רואוט	38.1 30 11.4	4 61.9	30 18.6	29.2	30 8.8	50.3 30	15.1	3.2 3	30 1.0	3.8	30	3.2 30	1.0 5.2	30	1.6	30	0.5	1.9 30	0.6	_	30
2. Unemployment in Applicable LMA	ble LMA	0.0 0 0.0	0	0.0	0	0.0	0	0.0	0	0.0 0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0
3.Promotable/Transferable Percentage	Percentage	0.0 0 0.0	0	0.0	0	0.0	0	0.0	0	0.0 0	0	0.0	0 0	0.0	0	0.0	0	0.0	0	0.0	0.0	0 0 0.0
4.Pop. in the LMA											1											
5.Client Pop. Figures																						
6.Educ/Tech Tng Figures	1		100	22																		
7. Other Source (Specify)		40.9 70 28.6	59.1	70 41.4	29.4	70 20.6	39.8 70	27.9	3.6 7	70 2.5	6.7 7	7.0 4.7	3.5 70	2.5 5.8	02	4.1 3.7	22	2.6 5	5.6 70	3.9 0.7	70 0.5	1.1 70 0.8
8. Other Source (Specify)			-	\vdash				_	200	200	H	\vdash	65	0.00	⊢	100	260	1000	_			
FINAL AVAILABILITY BASE PERCENTAGE	ERCENTAGE	40.0	0	60.0		29.4		43.0		3.5		5.8		3.5		5.7		3.1		4.5	0.8	1.0
Employment Data _ 2014_20108 CENSIS Statewide Connecticut: Education Administrators (11-9030/0230)	1108 CENSIIS Statewi	de Connecticut: Educ	cation Adm	nistrators (1	11-9030/02	30)																
11-9030/0230	13949	5315		8634		4070	7020	0	4	445	S	535	440		730		205	e	264		155	85
	0	0		0		0	0			0			0		0		0		0		0	0
Total	13949	5315		8634	,	4070	7020	0	4	445	S	535	440		730		205		264		155	82
Percentage		38.1%		61.9%	2	29.5%	20.3%	%	.8	3.2%	3.	3.8%	3.2%	-	2.2%	\parallel	1.5%		1.9%		1.1%	%9.0
Promotable/Transferable Pool		•											c	-	c		c		c	-	0	c
	5 0	5 0		5 6			0						0	+	0		0	+	0		0	0
Total			_			0	0			0		0	0	1	0	-	0		0		0	0
Percentage	0	0		0		0	0			0		0	0		0		0		0		0	0
US Dept. Ed. National Center for Education Statistics, IPEDS: Professional Staff (Non-Faculty)	er for Education Statis	tics, IPEDS: Profession	onal Staff (N	on-Faculty)										-								
Bus & Fin Operations	218069	58449	1	159620	4	41452	107215	15	56	2677	19	19527	5937		16859		4379		13149		1004	2870
Comp, Eng & Science	217238	129182		88056	6	93300	57042	12	81	8194	74	7445	10649		1669		14814		14189		2225	1711
Comm, Soc Svc, Legal, Arts, Design, Ent. Sports &	178960	77371	н	101589	· v	57645	71838	88	96	9647	12	12070	8609		10401		2709		2050		1332	2230
Media								91						1								
Healthcare Practitioners & Techs	106565	29832		76733	-	19435	21005	35	26	2652	93	9334	2672		6933	1	4568		8189		202	1272
Total	720832	294834	4	425998	2	211832	287100	00	26	26170	48	48376	25296		41862		26470		40577		2066	8083
Percentage	100.0%	40.9%		59.1%	2	29.4%	39.8%	%	3.	3.6%	.9	%2.9	3.5%	-	2.8%	-	3.7%		2.6%		0.7%	1.1%
FACTOR		SOURCE CONSULTED:	NSULTED:			_	BASIS OF	SELECTIO	N: GEOG	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	AREA/JO	OB TITLE:		8	REASONS FOR WEIGHTING THE FACTOR:	OR WEIGH	ITING THE	FACTOR	3:			
Employment data in the Applicable Labor Market Area	2014-2018 CENSU (11-9030/0230)	2014-2018 CENSUS, Statewide Connecticut: Education Administrators The hiring faculty and (11-9030/0230) recruited s recruited s nationally	ecticut: E	ducation A	dministra	tors The Facul Facul recru	The hiring area is statewide for this job category. Professional nonfaculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	area is statewide for this job cat d related positions are highly con statewide from other universities from similar positions/functions.	e for this ns are hij other uni itions/fu	area is statewide for this job category. Professional non- d related positions are highly competitive and are often statewide from other universities or state agencies, and/ from similar positions/functions.	ory. Profe stitive an state ag	ssional nor d are often encies, and	20	lue weigh advance ince. Mo	30% value weight as professional non-faculty positions at CCS! require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed.	ssional no and releva cur from t	n-faculty p ant/currer hose curre	oositions nt (colleg ently em	30% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed.	ften	п	
2						_			ì				This da	ta source	not used	during this	. Affirmati	ive Action	This data source not used during this Affirmative Action Plan period.	od.		
Unemployment in Applicable Labor Market Area																1			- *			
Promotable/ Transferable	CCSU Workforce A skills, degree requ positions or field;	CCSU Workforce Analysis by Job Classification: Due to the level of skills, degree requirements and previous experience in related positions or field; opportunities for promotions do not exist.	ssification: rious exper promotion	Due to the rience in re s do not ex	e level of slated cist.	Since	Since nearly 100% of these positions are filled through hires, no promotional group has been identified.	% of these up has be	positior en identi	ıs are filled fied.	through	hires, no	0% val	ue weight s currentl	0% value weight. Nearly all positions are filled v persons currently performing related functions.	II position ing related	s are filled I function	l via hirin s.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.	e .		
OTHER SOURCE - IPEDS 2022	US Dept. Ed. National Center for E 2022: Table 314.40. Bus & Fin Op Comm, Soc Svc, Legal, Arts, Desig Healthcare Practitioners & Techs.	US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022: Table 314.40. Bus & Fin Operations, Comp, Eng & Science, Comm, Soc Svc, Legal, Arts, Design, Entertainment, Sports & Media, & Healthcare Practitioners & Techs.	ucation Sta ations, Cor Entertainn	tistics, IPEI np, Eng & : nent, Sport	DS, Febru Science, s & Media		The hiring area is statewide/nationwide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited nationwide from other universities and from similar positions/functions.	statewid faculty a ruited na functions	e/nation nd relate tionwide i.	area is statewide/nationwide for this job category. Ial non-faculty and related positions are highly competitive ten recruited nationwide from other universities and from sitions/functions.	iis job cat are high r univers	egory. ly competi ities and fr	1000	lue weigh advance ccur from sity/colleg	70% value weight as professional non-faculty positions at CCSU crequire advanced degrees and relevant/current experience. Mo hires occur from those currently employed and most often with university/college experience.	ssional no and releva rently em	n-faculty p ant/currer ployed an	positions nt experie d most o	70% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current experience. Most hires occur from those currently employed and most often with university/college experience.	t t		
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OCCUPATIONAL CATEGORY:	×					EEO 4	EEO 4 - Clerical	-									REPORT	REPORTING DATE:	亞				0	07/31/23											
ЈОВ ТІТЕ:						All Tit	les exce	All Titles except Sec 2	2							-	LABOR	MARKE	T AREA:				-	Hartford County	County		12						9		
FACTOR	JR.	TO	TOTAL MALE	E	TO	TOTAL FEMALE	MALE	X	WHITE MALE	TALE	WH	HITE FEMALE	MALE	BL	BLACK MALE	Ш	BLAC	BLACK FEMALE	\LE	HISP	HISPANIC MALE	ALE	HISPAI	HISPANIC FEMALE	ALE	AAIAN	AAIANHNPI MALE	555	AAIANHNPI FEMALE	PI FEMA		TWO OR MORE TWO OR MOR	DRETW	OORN	10RE
		RS	W	WF	RS	*	WF	SS	3	WF	SS	*	WF	RS	W	WF	RS	*	WF	SS	W	WF	RS	M	WF	RS	w w	WF R	RS VI	w w	WF RS	W WF	NF RS	W	WF
1. Employment data in the applicable LMA	applicable LMA	25.2	20	12.6	74.8	20	37.4	15.3	50	7.7	49.2	20	24.6	4.6	20	2.3	11.8	20	5.9	3.3	50	1.7	9.5	20	4.6	1.5	50 0.	0.8	2.5 5	50 1	1.3 0.3	50	0.2 2.2	50	1.1
2. Unemployment in Applicable LMA	able LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0 0	250%	0	-		0	0.0	0	0.0
3.Promotable/Transferable Percentage	Percentage	3.3	20	1.7	96.7	20	48.4	3.3	20	1016	9	20	30.0	0	20	0.0	20	20	10.0	0	20	2/9	16.7	\vdash	8.4	0	59	1000	-	\vdash	10000	20	_	-	0.0
4.Pop. in the LMA						10		1000		200				75								WAR		\vdash	1000			1000	\vdash	\vdash	007		_	\vdash	
5.Client Pop. Figures											-									ALIES CALL	No.								-	-					
6.Educ/Tech Tng Figures												-													100				-	H					
7. Other Source (Specify)		0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0 0.0	0	0.0	0	0.0
8. Other Source (Specify)												4												\vdash	SER			-	-	\vdash	_			_	3
FINAL AVAILABILITY BASE PERCENTAGE	PERCENTAGE			14.3			85.8			9.4			54.6			2.3	П		15.9			1.7	П		13.0		0.	8.0	Н	1	1.3		0.2		1.1
Employment Data - 2014-2018 CENSUS. Harford County: Other Office and Admin. Support Workers (43-9000/5810)	018 CENSUS, Hartford Co	ounty	Other 0	Office a	nd Adn	nin. Sur	W Took	forkers	(43-900	0/5810																									
SOC 43-9000/5810	10754		2705			8049		L	1650	_	L	5290		L	200			1265			355			985			165	H	2.	274	-	35	-	235	
Title	0		0			0			0			0			0			0	2		0			0			0	H		0	-	0	\vdash	0	Γ
Total	10754		2705			8049			1650			5290			200			1265	5/5		355		125	985			165		2	274		32		235	
Percentage	100.0%		25.2%		7	74.8%			15.3%	%		49.2%	,,		4.6%			11.8%	1		3.3%	1		9.2%	\dashv	.,	1.5%	-	2.	2.5%	\exists	0.3%	-	2.2%	
Promotable/Transferable Pool - 07/31/2023	Pool - 07/31/2023											1										-			-			-					-		ſ
Secretary 2	90		1			29			-			18			0			9			0			2			0	+		0	+	0	+	0	
Title	0 8		۰,			0			0		_	0			0			0	1		0	1		0	1		0	+		0	+	0	+	0	Τ
Total	30		1 200			6 20		1	1 000		1	2 0						م کو	1		0	+	1	200	+			+		0		0	+	0	T
Percentage OTHER SOURCE	100.0%		3.3%			36.7%			3.3%			90.0%	٥		-			20.0%			5			TP:/%			5	+			+	٥	+	0	
Title	0		0		L	0		L	0		L	0		L	0			0			0			0	r		0	-		0		0	-	0	Г
Title	0		0			0			0		L	0			0			0			0	T		0	t		0	+		0	-	0	+	0	
Total	0		0			0			0			0			0			0	Γ		0	T			T		0	+		0	+	0	\vdash	0	
Percentage	0		0			0		Ц	0		Ц	٥		Ц	٥			0	П		0	П		0	П		0	Н		0	H	0		0	
FACTOR:		SS	SOURCE CONSULTED:	CONS	SULTEL	Ä					BAS	IS OF S	ELECTI	ON: GE	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	HICAL	AREA	/JOB TI	TLE				REAS	ONS FC	R WE	GHTIN	REASONS FOR WEIGHTING THE FACTOR:	ACTOR	نن						No. of
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (43-9000/5810)	EO Da t Work	ta Tool ers (43	I, Hart 3-9000	tford C)/5810	ounty)	LMA, (Other (Office		The hiring ar rank position clerical titles requires wor requires wor come from tl	area is ons are ss requ ork hist those i	Hartfor filled in ire stat ory and in the s	d Coun n close e exam 1 are of ame tit	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	his job nity to certific rently (catego the Un zation v employ state a	iry as n iiversiti which o yed. So gencie	nost cl y. Som often ome hi	a	50% vz skills al current Modifie	ilue we nd expi tly emp ed to re nts to t	erience erience bloyed eflect ii his eec	50% value weight as clerical po skills and experience and most currently employed at the title Modified to reflect increased p assistants to this eeo category.	il posit nost off title or ed pror ory.	ions re- ten con with quality	50% value weight as clerical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified to reflect increased promotional pool with addition of admin assistants to this eeo category.	great d those g exper with ad	leal of a who ar rience. Idition	clerical re of adm	_ in			48	
Unemployment in Applicable Labor Market Area											2	-			4						i.							1						. 6	
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification:Secretary 2	ıalysis	by Job (Classit	fication	n:Secre	etary 2	61		Prec in pr job t Secre	Precise figur in promotab job title. So Secretary 2.	ures for ble pos ome pu	compusitions.	Almos	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	d sexua sitions : ypicall _y	I comp are fill« y from	ed by H the lev	of per lires in		50% value w hires. Howe Secretary 2.	alue we Howev ary 2.	er, an	Most po	osition: nal pro	s in this motio	50% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 2.	ny are t	filled th	hough e level	- Jo				
OTHER SOURCE	20						- 1																												
																															1				1

			9									CENT	RAL CONP AVAIL	CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS	STATE UP	NIVERSI							(
OCCUPATIONAL CATEGORY: JOB TITLE:	2				EE0 Secr	EEO 4 - Clerical Secretary 2	lea								REPC	REPORTING DATE: LABOR MARKET AREA:	OATE: (ET ARE)	ä			OI	07/31/23 Hartford County	ounty				19					
FACTOR	Ж	TOTAL	TOTAL MALE		TOTAL FEMALE	EMALE		WHITE MALE	MALE	WH	HITE FEMALE	1ALE	BLAC	BLACK MALE	B	BLACK FEMALE	MALE	HIS	HISPANIC MALE	TALE	HISPAN	HISPANIC FEMALE	-	AAIANHNPI MALE	I MALE	AAIANH	AAIANHNPI FEMALE	(250E)	TWO OR MORE	1000	TWO OR MORE	MORE
		RS V	W W	WF RS	s ww	N WF	F RS	s vw	W WF	RS	8	WF	RS	VW WF	F RS	W	WF	RS	W	WF	RS	VW V	WF R	RS VW	/ WF	RS	vw v	WF RS	w s	WF	RS VW	V WF
1. Employment data in the applicable LMA	applicable LMA	5.4 7	70 3.	3.8 94.6	.6 70	0 66.2	920	5 70	0 2.5	-		50.3	OBJ	70 0.4	4 7.4	70	5.2		70	9.0	_	-	79.00	14.0	900	2.3		1000	Section 1	0.1	1	
2. Unemployment in Applicable LMA	able LMA	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0		0	0	0.0	0	0.0	0	0.0
3.Promotable/Transferable Percentage	Percentage	200	30 00	0.0 100	30				1000	75	30	22.5	0	978	0 25		7.5	400	30	0.0	0		2600	553 553	500	0			200	0.0		
4.Pop. in the LMA		35		-	_			33	1900		\vdash			250	-	L						\vdash		100 K	596		⊢	523	0.00		\vdash	
5.Client Pop. Figures										290					955																	
6.Educ/Tech Tng Figures					H	_				2500					155					ATTENTO	15						\vdash					
7. Other Source (Specify)		0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0.0	0 0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0:0	0	0.0	0	0.0	0.0	0.0
8. Other Source (Specify)								100		Sec.					1000			939					SASS		RING REAL			1995		-	\vdash	-
FINAL AVAILABILITY BASE PERCENTAGE	PERCENTAGE		3	3.8		96.2	2		2.5			72.8		0.4	4		12.7			9.0		'	7.7		0.4			1.6		0.1		1.4
Employment Data - 2014-2018 CENSUS - Harfford County Line: Secretaries and Administrative Assistants (43-6010/5710)	018 CENSUS - Hartford	County Lin	e: Secre	taries al	nd Adm	inistrati	ve Assis	stants (4	13-6010/	5710)									11 M. A.	No.			No.									
SOC 43-6010/5710	9940	Ŋ	540	-	9400	90	-	350	0		7150			45		735			75			1095	-	55	1		225		15		195	
Title	0		0		0			0			0		8	0		0			0			0		0			0		0		0	
Total	9940	ις	540	H	9400	8	Н	320	,		7150			45		735			75	П		1095		55			225		15		195	
Percentage	100.0%	5.	5.4%	\dashv	94.6%	%9	\dashv	3.5%	%	_	71.9%			0.5%	-	7.4%			0.8%		"	11.0%	-	%9.0	%	10	2.3%	-	0.2%		2.0%	9
Promotable/Transferable Pool - 07/31/2023	Pool - 07/31/2023			-	ľ		-	•		1					-				•			,	-	•				-	1	ŀ	ľ	
Secretary 1	2			+	7		+			4	7			0	+	0 ,		1	0	1		0	+	0			0	+	0		0 (
Processing Technician				+	1		+			1	,			0	+	- 0		1	0	1		0	1	0			0	+	0		0 0	
Secretary 1 (P1)	4 4		0 0	+	1 4		+	0		-	ď			0		,		1	0			0						+	9			
Dogostos	100 001			+	100 001	790	+	0		+	75.0%					75.0%	. ,	1	0			0	-				0	+	0			
Percentage	100.078			Contract.	100	0/0.				Service Servic	75.0%		Charles of the Control of the Contro	,	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	23.0		9000									0					97
FACTOR:	SOURCE CONSULTED:	ED:			П	П	П	П	BAS	BASIS OF SEI	ELECTIC	N: GEC	JGRAPH	ECTION: GEOGRAPHICAL AREA/JOB TITLE:	EA/JOB	TITLE	П		REASC	NS FO	R WEIG	REASONS FOR WEIGHTING THE FACTOR:	THE FA	CTOR:				H	Н			
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (43-6010/5710)	EEO Data ministrati	Tool, F ve Assi	lartford stants	1 Coun (43-60)	ty LMA 10/571	. Total, 0)		The cleri Secr	hiring ical rar etary 2 already	The hiring area is H clerical rank positio Secretary 2 position are already employ Iower clerical rank.	Hartfor ons are ins are yed as s	d County filled in often his	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions are often hired from other state agencies who are already employed as secretary 2 - but presently employed at a lower clerical rank.	job cate roximity other s present	egory a y to the tate ag ly empl	s most univer encies loyed a	rsity. who it a	70% vi emplo	70% value weight. Moemployed population.	ight. I	Most hir ۱۰.	ing in t	his cate	gory cor	70% value weight. Most hiring in this category comes from the employed population.	the					125
Unemployment in Applicable Labor Market Area																			This so	urce is	not us	ed durir	g this A	√ffirmat	ive Actic	This source is not used during this Affirmative Action period.	ਜ਼		×			
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1 & Processing Technicians	nalysis by ians	Job Cl _k	assifica	tion: Sı	ecretar	v 1 &		Prev pers in th Secr full-	cise figi sons in iis job t etary 1	Precise figures for persons in promott in this job title; hov Secretary 1, Proces full-time positions.	compu able po wever, ssing Te	ting raci ssitions. promoti schniciar	Precise figures for computing racial and sexual composition of persons in promotable positions. Typically positions are filled by hires in this job title; however, promotions do occur from the level of Secretary 1, Processing Technicians and/or PT Secretary 1's move into full-time positions.	y positic ccur fro r PT Sec	mposit ons are om the retary	ion of filled b level of 1's mo	by hires f vve into		30% value weight. Mc hires. However, an oc Secretary 1 & Processi part-time to full-time.	eight. Ner, an e	Aost po: occasior ssing Tec	sitions i ial pror chniciar	in this ca notion o	ategory Joes occ nployee	30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians. Or employees will move from part-time to full-time.	though the leve ove from	r el of				
OTHER SOURCE	7																															
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OCCUPATIONAL CATEGORY: JOB TITLE: FACTOR 1. Employment data in the applicable LMA 2. Unemployment in Applicable LMA 3. Promotable/Transferable Percentage 4.Pop. in the LMA 5. Client Pop. Figures 6. Educ/Tech Tng Figures	TOTAL MALE RS VW V 26.8 300 20 0.0 0 0 0.0 0 0		EEC	EEO 5 - Technical/Paraprofessional		anrofessir	onal						MITOCA	DATE.															
FACTOR 1. Employment data in the applicable LMA 2. Unemployment in Applicable LMA 3.Promotable/Transferable Percentage 4.Pop. in the LMA 5.Client Pop. Figures 6.Educ/Tech Tng Figures	26.00.00.00.00.00.00.00.00.00.00.00.00.00		All	All Titles	nical/Para					p ³		# 4	KEPOKIING DAIE: LABOR MARKET AREA:	RKET AR	£A:			01	07/31/23 Hartford County	County	-								
Employment data in the applicable LMA Commployment in Applicable LMA S.Promotable/Transferable Percentage 4.Pop. in the LMA S.Client Pop. Figures EEduc/Tech Tng Figures	26.8 0.0 0.0	ALE	TOTAL	TOTAL FEMALE	W	WHITE MALE		WHITE FEMALE	MALE	BL	BLACK MALE	E	BLACK I	BLACK FEMALE	Ï	HISPANIC MALE	MALE	HISPAN	HISPANIC FEMALE	1000	AAIANHNPI MALE	NPI MAL	-	IANHNP	I FEMA	LE TWO	AAIANHNPI FEMALE TWO OR MORETWO OR MORE	RETWC	OR M
Employment data in the applicable LMA Cunemployment in Applicable LMA S.Promotable/Transferable Percentage 4.Pop. in the LMA S.Client Pop. Figures 6.Educ/Tech Tng Figures	0.0 0.0	WF	RS	VW WF	RS	WV	WF	RS VW	/ WF	RS	W	WF	RS VW	W WF	æ	W	WF	RS	v wv	WF	RS V	w w	WF	RS VW	W	F RS	VW WF		RS VW WF
2. Unemployment in Applicable LMA 3.Promotable/Transferable Percentage 4.Pop. in the LMA 5.Client Pop. Figures 6.Educ/Tech Tng Figures		26.8	73.2 10	100 73.2	17.4	100	17.4 49	49.3 100	49.3	3.8	100	3.8	11.1	100 11.1	3.6	100	3.6	8.9	1001	8.9	1.7 10	100 1.	1.7 2.	2.2 100	2.2	2 0.2	100	0.2 1.7	100 1.7
3.Promotable/Transferable Percentage 4.Pop. in the LMA 5.Cilent Pop. Figures 6.Educ/Tech Tng Figures		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.	0.0	0.0	0.0		0	0.0 0.0	0.0
4.Pop. in the LMA 5.Client Pop. Figures 6.Educ/Tech Tng Figures		The same			ALC: N	100			0.0	100	(SE)				138	0	0.0	0.0		1990			100.00				0		0
5.Client Pop. Figures 6.Educ/Tech Tng Figures					1000	3337				100,00	535) 535)				1000							1000		_					
6.Educ/Tech Tng Figures																	1			90									
			4																									920	
7. Other Source (Specify)	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.	0.0	0.0	0.0	0.0	0	0.0	0.0
8. Other Source (Specify)					1000		-			2599		Parts.								Dist		200	479010						
FINAL AVAILABILITY BASE PERCENTAGE		26.8	H	73.2			17.4		49.3			3.8	H	11.1			3.6			8.9		1	1.7	Н	2.2	2	0	0.2	
Employment Data - 2014-2018 CENSUS, Hartford County: Library Workers (25-XXXX/2350) & Other Office and Admin. Suppor	lartford County: Librar	y Workers	(25-XXXX	/2350) &	Other Off	Fice and A	dmin. Su	pport Wo	rkers (43	t Workers (43-9000/5810)	810)	Ť																	
SOC 25-XXXX/2350 3599	1135	-	24	2464		850		1790	0		20		33	335		155			295	-	30	80	_	40	0	-	0	L	4
SOC 43-9000/5810 10754	4 2705		80	8049		1650		5290	0		200	-	12	1265		355			586		5	165	-	274	42	L	35	L	235
Total 14353	3 3840		10.	10513		2500		7080			250	_	16	00		510			1280	-	2	245		314	4.		35		239
Percentage 100.0%	% 26.8%	50	73.	73.2%		17.4%		49.3%	%		3.8%		11.	11.1%		3.6%			8.9%	H	ij	1.7%	H	2.2%	%2		0.2%	L	1.7%
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FACTOR:	SOURC	SOURCE CONSULTED:	ILTED:				8	BASIS OF	SELECTI	ON: GE	OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	HICAL A	REA/JC	B TITLE				REAS	REASONS FOR WEIGHTING THE FACTOR:	R WEIG	HTING	3 THE F.	ACTOR	.:					
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the Applicable Labor Technicians Market Area Workers (4:	Census 2014-2010 EEO Data 100, nation Coulty Livin, Library Technicians (25-XXXX/2350) and Other Office and Admin Support Workers (43-9000/5810)	d Other C	Office an	d Admin	Support		he hirin his level	ıg area is are oftε	Hartfol n recru	rd Cour ited fro	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.	is job ca closer t	ategory o the u	as posit niversity	ions at '.	specie these	alty skill position	, most (processions weight as paraphoressional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.	aduired those p	throug resent	zh work tly emp	k exper	ience.	Most c	٦		п	2.5
Unemployment in																													
Applicable Labor																This	ata sou	rce wa	This data source was not used for this Affirmative Action Plan.	ed for	this Aff.	irmativ	re Actio	n Plan.					
Market Area					-						-													:5.		- 1			
Promotable/ There is no Transferable	There is no promotable/transferable pool identified	rable poc	ol identii	fied			N/A									N/A							12.0						
OTHED COLIDE						T																			1.	-			

CENTRAL CONNECTICUT STATE UNIVERSITY AVAILABILITY ANALYSIS

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OCCUPATIONAL CATEGORY: JOB TITLE:						EEO 6 - S All Titles	EEO 6 - Skilled Crafts All Titles	Crafts								REPC	DRTING OR MAR	REPORTING DATE: LABOR MARKET AREA:	Ä				07/31/23 Hartford County	3 County										
FACTOR	В	T	TOTAL MALE	ALE	TOT	TOTAL FEMALE	TALE	W	WHITE MALE	TE 31	WHITE	WHITE FEMALE	E 3	BLACK MALE	MALE	B	BLACK FEMALE	MALE	H	HISPANIC MALE	MALE	HISPA	HISPANIC FEMALE	1500	AAIANI	AAIANHNPI MALE	1000	AAIANHNPI FEMALE	PI FEMA	TE TWO	TWO OR MORETWO OR MOR	DRETWO	O OR M	ORE
		RS	WM	WF	RS	W	WF	RS	WM	WF	RS	w w	WF R	RS VW	N WF	F RS	W	/ WF	RS	W	WF	RS	WV	WF	RS	VW WF	F RS	s w	W WF		VW WF	AVF RS	VW WF	Μ¥
1. Employment data in the applicable LMA	ipplicable LMA	98.2	80	78.6	1.8	80	1.4	51.5	80	41.2	1.2	80 1	1.0 5.5	5 80	4.4	0.0	80	0.0	.8.0	80	6.4	0.3	80	0.2	0.0	80 0.	0.0 0.0	08	0.0	0.8	80	0.6 0.0	8	0.0
2. Unemployment in Applicable LMA	able LMA	0.0		0.0	0.0	0	0.0	0.0	0	0.0	0.0		0.0 0.0	0 0:	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	500	0.0 0.0	0	0.0	0.1.0	0	0.0	0	0.0
3.Promotable/Transferable Percentage	Percentage	83.3	20	16.7	16.7	20	3.3	50.0	20	10000	16.7	20 3	3.3 16.7	20 7.9	400	10000		-	2000	19.8	3.3	0.0	20	COST	0.0	802	10000				20		20	0.0
4.Pop. in the LMA			(4)							_		-	DEPOS.	Cro		100		_	-							1000	HOUSE	_	-					
5.Client Pop. Figures																968																		
6.Educ/Tech Tng Figures								100						3		1963								1000			289	L	H					Г
7. Other Source (Specify)		0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0
8. Other Source (Specify)										10500		\vdash	10.55	100		00000	_	\vdash								590		\vdash	\vdash					
FINAL AVAILABILITY BASE PERCENTAGE	ERCENTAGE			95.3			4.7			51.2	Н	4	4.3		7.7	2	Н	0.0			9.7			0.2		0	0.0	Н	0.0	0,		9.0	39	0.0
Employment Data - 2014-2018 Census Hartford County: Pipe Lavers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Ele	118 Census Hartford Co	unty:	Pipe Lay	vers, Plu	mbers	47-2150	3/6441,	Carpent	ters 47-2	031/623	0, Electi	ectricians 47-2111/6355	7-2111/6	355																				F
47-2150/6441	1070		1070			0			775			0	-	140	0	L	0		L	115		L	0			0	H	0		H	40	H	0	Г
47-2031/6230	3692	+	3590			105			2870	T		85		25(0	_	0		L	450			20	T		0	H	0		H	20	\vdash	0	Γ
47-2111/6355	2315		2295			20			1835			0		280	0		0			165			20			0	H	0			15		0	
Total	7080		6955			125			3645			85		39	0		0			292			20			0		0			9		0	
Percentage	100.0%		98.2%			1.8%			51.5%			1.2%		5.5	%5		٥			8.0%			0.3%	H		0	Н	0			%8.0	Н	0	П
Promotable/Transferable Pool - 07/31/2023	ool - 07/31/2023								1																									
General Trades Workers	9		2	Ī		н			3			1		1			0			1			0			0		0			0	\mathbb{H}	0	П
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Total	9		S			1			m			н		1			0			н			0	1		0	-	0	0		0	-	0	٦.
Percentage	100.0%		83.3%			16.7%			20.0%		н	16.7%		16.7%	2%		0			16.7%			0			0	-	٩	0	-	0	-	0	
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FACTOR:			SOURCE CONSULTED:	E CON	SULTEL	ä					BASIS (BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	CTION:	GEOGR	RAPHIC	'AL AR	EA/JOE	3 TITLE:		-		REAS	ONS FC	JR WE	GHTIN	REASONS FOR WEIGHTING THE FACTOR:	ACTOR	.,		_	9000	35.00		
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County, Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47- 2111/6355	EEO D 6441,	ata Toc Carper	ol, Hart nters 4	fford C 7-2031	ounty, ./6230,	, Pipe I , Electr	Layers, icians		The hir are mo duties a	ing are: st ofter and fun	The hiring area is Hartford County for this job catego are most often recruited locally. The titles chosen cleduties and functions of skilled craft workers at CCSU.	tford Cc ted loca of skillec	ounty fo Ily. Th I craft v	or this j ne titles worker:	ob cate choser s at CCS	egory.S n closel sU.	The hiring area is Hartford County for this job category.Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	aborers ct the		value w pplied	80% value weight as skill and applied experience a those already employed.	s skillec nce and vyed.	d specif	oosition fic skill:	80% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed.	U requ positio	iire rele ns are 1	evant filled b	>				
Unemployment in Applicable Labor Market Area	±.									. 8								,															,	
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification: General Trades Workers	alysis	dol yd ;	, Classin	fication	ı: Gene	eral Tra	ades		Precise figur in promotak job title. Sc	figures notable	for con position e prom	nputing ns. Alr otions c	racial a nost all do occu	and sey positio ır from	kual cor ns are 1 genera	mposit filled b il trade	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	ersons in this ers		20% value weig hires. However trades workers.	veight. ver, an ers.	Most p	osition: anal pro	s in thi	20% value weight. Most positions in this category are filled though hires. However, an occasional promotion can occur from general trades workers.	ry are fi	illed th m gene	ough					
OTHER SOURCE	Ĺ																			L										H				Г
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OCCUPATIONAL CATEGORY: JOB TITLE:	یز			EEO 7 - S All Titles	except (EEO 7 - Service Maintenance All Titles except Custodians	9 .			*		RE LAE	REPORTING DATE: LABOR MARKET AREA:	DATE: (ET AREA				07/31/23 Hartford County	3 County								
FACTOR	JR.	TOTAL MALE	TOT	TOTAL FEMALE	J.	WHITE MALE	MALE	THM	re female		BLACK MALE		BLACK FEMALE	MALE	HISPAN	HISPANIC MALE	HISP	HISPANIC FEMALE	1000	AAIANHNPI MALE	PI MALE	AAIANHNPI	HNPI FEM	FEMALE TWO	SOM SO OWTHROW SO OWT	O OWL	M W
		RS VW WF	SS	· M	WF	RS VW	/ WF	RS	VW WF	VF RS	WM	WF	RS VW	WF	RS V	W. WE	Mice	WV	100	PC VVV	W TAYE	9	, ,,,,,		ANA! LAIT	2	101
1. Employment data in the applicable LMA	applicable LMA	70	-		-	1000	1000	12.1	⊢	300	70	1000	-	₩				-	100	9 /9/4		2 4	+	_		2 3	3 3
2. Unemployment in Applicable LMA	able LMA	0	-	+	No.		100	C	-	156	c		-	2	100	-		+	0 00	5 113		0.0	+	_	?	8.0	_
3.Promotable/Transferable Percentage	Percentage	30	-	+	7		633	21.6	+	1000	2 00	0 100	+	0000			0 000	+	100	0.0		0.0	+		0 1	0.0	_
4.Pop. in the LMA			-	+	1900		990		+	100	3	0 100	+	3		6 86	0 00	+		30	0.0	0.0	200	0.0	30 0.0	0.0	0.0 0.0
5.Client Pop. Figures				T	100								+	I			100	1					+				+
6.Educ/Tech Tng Figures				T					-				+	-													+
7. Other Source (Specify)		000	c	c	0	0	c	c		0		0		0			100	+	201 (201			1	+				_
8. Other Source (Specify)		0	2	+	1000	100	200	2	+	300		9 500	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0:0	0.0	0	0.0	0.0	0.0	0.0
FINAL AVAILABILITY BASE PERCENTAGE	PERCENTAGE	62.9		"	34.1		22.0		51	15.0		7.0		3.4		19.6			13.4		0.3		+	, ,			+
Employment Data - 2014-2018 Census, Hartford County: First Line Supervisors of Housekeeping and Janitorial Workers 37-1011/4200, Building Cleaning Workers 37-2010/4220, Grounds Walntenance Workers 37-3010/4251	018 Census, Hartford C	County: First Line Super	rvisors of	Housek	eeping	and Janitori	ial Worke	rrs 37-10.	1/4200, B	uilding C	eaning Wor	-kers 37-2	1010/4220), Ground	s Maintens	ance Work	ers 37-30	110/4251							000		0.0
37-1011/4200	929	655		274	-	405			160	_	30	L	4		2	210	L	110	-	0			0	-	10		0
37-2010/4220	11230	6330		4900		3002	10		1815	L	1025	02	009		20	2090		2255	H	09			100	+	150	13	130
37-3010/4251	4105	3805		300		2215	2		225		160		75		13	1355		0	*	40			0		35		0
lotal	16264	10790		5474	+	3410			1975	-	1055	-	604		23	2300		2365		09			100	_	160	13	130
Percentage	100.0%	66.3%		33.7%		21.0%	<u>"</u>		12.1%	-	6.5%	-	3.7%		14.	14.1%	(4)	14.5%		0.4%	. %		%9.0		1.0%	0.8	%8.0
Custodians 37	37	24		5		σ			o		c	+	•		1	5		,	-	•			,				
Title	0	0		0	-	0			0	+	, 0	+	4 0			1 0	1	, ,	+	0	T		0	+	0		0
Total	37	24		13	-	6			∞	-	8		-			12	1	4						+	0 0		0 0
Percentage	100.0%	64.9%		35.1%		24.3%	%		21.6%		8.1%	-	2.7%		32.	32.4%		10.8%		0			0		0		0
OTHER SOURCE																											
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Title	0	0	,	0	1	0			0	-	0		0			0		0	2	0			0	H	0		0
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Percentage	0	0		0		0			0		0		0			0		0	-	0			0		0	0	0
FACTOR:		SOURCE CONSULTED	SULTED:					BASIS	OF SELEC	TION: 6	OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	IICAL AR	REA/JOB	TITLE:			REA	SONS FO	R WEIG	HTING	REASONS FOR WEIGHTING THE FACTOR:	TOR:					
Employment data in the Applicable Labor Market Area	Census 2000 EEO D Housekeeping and Cleaning Workers (3010/4251)	Census 2000 EEO Data Tool, Hartford County, First Line Supervisors of Housekeeping and Janitorial Workers (37-1011/4200), Building Cleaning Workers (37-2010/4220), Grounds Maintenance Workers (37-3010/4251)	Sounty, (37-101), unds M	First Lii 1/4200) aintena	ne Supe , Buildir ınce Wo	ervisors o: ng ɔrkers (37	The hi position-	iring are ons are the du	a is Hartf nost ofte ies and fi	ford Cou en recrui unctions	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	s job cat /. The ti :e maint	tegory. Ti itles chos enance ti	hese sen close itles at C	Ü.	70% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.	weight a ronmen ployed.	is these p	oositions ence. N	s at CCSI lost pos	U require	e relevar e filled b	nt (often				
Unemployment in Applicable Labor Market Area	-							-	-		9	i.			, o	No data source for this reporting period.	arce for	this repo	orting pe	riod.							
Promotable/ Transferable	CCŠU Workforce A	CCŚU Workforce Analysis by Job Classification:Custodian	fication:	Custodi	ian		Precise fig in promot job title.	Precise figures in promotable job title. Som custodian		puting r is. Almo itions do	for computing racial and sexual composition of persons positions. Almost all positions are filled by Hires in this e promotions do occur; typically from the level of	sexual cc ions are oically fr	om the le	on of per Hires in evel of		30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of custodian	weight. ever, an	Most po occasior	sitions i	n this ca	stegory a loes occu	are filled ar from t	though the level	of			1
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r There are no promotable positions into this category. N/A	Employment data in the Applicable Labor Market Area	Census 2014-2018 Workers (37-2010/	EEO Data Tool, Ha '4220)	ortford (Sounty	, Build	ing Cle	aning	The P positi reflec	niring a ions an	rea is H e most uties ar	artford often n of func	Count scruite tions o	y for th d locally f custoc	is job c y. The dians at	ategon titles c	y. These hosen c	losely	exp.	% value . Most	e weigh position	it as cust	todian led by t	positio those a	ns at C	CSU re	quire r	relevan	t (ofter 1 as cen	sus data	enviro. a is ove	inment er 20 y	ears
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OTHER SOURCE	Promotable/ Transferable	There are no prom	otable positions in	ito this	catego	ıry.			N/A	+1									N/A														
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Employment Data - Connecticut Occupational Statistics, 2014-2018, Harford County: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3870)	ecticut Occupational Sta	atistics, 2	014-2018,	, Hartfor	d Count	y: First-L	ine Sup	er./Mgr	, Law En	forceme	nt Work	ers (33-1	010/37	(00), Poli	ce Office	ır (33-30	50/3870) & Dete	sctives &	Crimina	I Invest	(33-30)	1/3820						March Co.	·		1	發展
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Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer positions are most often recruited locally. The titles chosen closely (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820)	Data Toc Enforcer Detectiv	ol, Hartfo nent Wo /es & Crir	ord Coul	nty Lin 33-101 ivest. (e: First- 0/3700) 33-302:	Line , Police 1/3820)	office)	The h r positi reflec	The hiring an positions are reflect the du	ea is Ha most o tries an	irtford ften re d funct	County cruited ions of	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen clerefect the duties and functions of custodians at CCSU.	s job cat . The ti ians at (tegory. itles ch	These osen clo	sely	100% releva alreac	value n int and iy empl	weight currer loyed,	100% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those aiready employed, and most often with local police departments.	ective : ience. st ofter	Service Most p	positio oositior local po	ons at C ns are f olice de	CCSU rei illed by	quire / those ents.	2010	2			
Unemployment in								14									12.														8		
Applicable Labor Market Area	24																		This c	ata sou	arce is	This data source is no longer used in the Affirmative Action Plan.	er used	in the	Affirm	ative A	Action P	lan.					
Promotable/ Transferable	There are no promotable positions into this category.	otable	oositions	into th	is cate	gory.			N/A	51									N/A				0						\vdash	g.		A	
OTHER SOURCE														2					L										t				Τ
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NCAA Coaching Data (2022 - Division II Figures						6 2 2 2 2					
HEAD COACHES	Total	ML	土	MM	WF	BM	BF	ΣI	生	MO	OF
Baseball Mens	260	260	0	228		6		10		13	
Basketball Mens	307	307	0	228		63		7		တ	
Basketball Womens	307	158	149	113	109	31	35	ဝ	7	2	က
Cross County Mens	290	258	32	207	23	36	∞	10		2	· ·
Field Hockey Womens	40	3	28	1	32		က	2	_		_
Football Mens	172	172	0	139		25		2		က	
Golf Mens	220	210	10	186	9	15	က	4		2	_
Golf Womens	201	160	41	149	37	10	4			_	
Lacrosse Women's	113	33	80	29	9/	2	က	2			_
Soccer Mens	205	, 205	0	166	=	7		18		14	
Soccer Womens	266	177	89	141	79	27	ဝ	ω	8	_	_
Softball Womens	289	101	188	83	157	11	18	2	œ	2	2
Swimming Mens	79	78	1	54		18	Not b	3		3	Voc.
Swimming Womens	106	78	28	70	27	1	1	3	27 1	4	¥ L
Track Indoor Mens	184	168	16	133	8	30	7	8		2	_
Track Indoor Womens	208	46	162	37	137	6	18	00	2		2
Track Outdoor Mens	227	205	22	158	14	39	9	2	_	က	_
Track Outdoor Womens	262	28	204	44	167	11	26	2	2	_	9
Volleyball Womens	297	157	140	129	108	20	17	2	7	က	∞
ASSISTANT COACHES		0 1	25	TO THE	7.7	9	8		1	v i	
Baseball Mens	632	631	_	538	_	19		51		23	
Basketball Mens	664	099	4	382	1	225	3	27	3	26	
Basketball Womens	582	209	373	125	231	64	120	15	12	2	10
Cross County Mens	294	209	85	146	64	41	6	15	8	7	4
Field Hockey Womens	20	2	45	က	41		19	2	2	9 1	2
Football Mens	1,193	1,191	2	720	2	405		40		26	
	400										

Golf Mens	156	124	32	103	28	4		Ç	2	1	6
Golf Womens	131	80	51	73	48	3		2	-	. 2	2
Lacrosse Women's	151	29	122	24	114	2	က	_		2	5
Soccer Mens	392	392	0	241		32		75		44	
Soccer Womens	373	173	200	129	167	14	5	22	16	8	12
Softball Womens	469	135	334	109	276	13	23	∞	25	2	10
Swimming Mens	122	91	31	63	28	18		9	2	4	_
Swimming Womens	146	84	62	68	47	က	_	7	7	9	7
Track Indoor Mens	267	416	151	291	91	97	36	19	12	6	12
Track Indoor Womens	625	450	175	314	108	102	44	17	12	17	_
Track Outdoor Mens	229	501	176	336	117	128	39	28	12	တ	ω
Track Outdoor Womens	756	538	218	376	134	120	52	22	17	20	15
Volleyball Womens	413	121	292	88	225	7	33	14	24	12	10
Total	12,426	8,873	3,553	6,424	2,704	1,661	526	478	178	310	145
Percentage	100.0%	71.4%	28.6%	51.7%	21.8%	13.4%	4.2%	3.8%	1.4%	2.5%	1.2%

TABLE 314.40 -SPRING 2021 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS (Spring 2021 - Table Prepared February 2022) N STATISTICS DIGEST OF EDUCA

STAFF	TOTAL	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK I	HISPANIC C		AAIAN HNPI	AAIANH NPI	Two/more	Two/more
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	255575	108,215	108,215 147,360	84,249	107,965	10,046	18,215	7,113	11,413	5,522	7611	1,285	2156
Ivialiagement	6,555	42.3%	57.7%	33.0%	42.2%	3.9%	7.1%	2.8%	4.5%	2.2%	3.0%	0.5%	0.8%
Professional/	1256707	663,015	663,015 693,277	503,916	513,010	40,858	63,574	40,227	43,535	70435	62801	7579	10357
Faculty	1330272	48.9%	51.1%	37.2%	37.8%	3.0%	4.7%	3.0%	3.2%	5.2%	4.6%	1.1%	1.5%
Business &	718060	58,449	159,620	41,452	107,215	5,677	19,527	5,937	16,859	4379	13149	1004	2870
Financial	210009	26.8%	73.2%	19.0%	49.2%	2.6%	%0.6	2.7%	7.7%	2.0%	%0.9	%9:0	1.8%
Computers,		129,182	950,88	93,300	57,042	8,194	7,445	10,649	6992	14814	14189	2225	1711
Engineering & Science	217238	59.5%	40.5%	42.9%	26.3%	3.8%	3.4%	4.9%	3.5%	%8.9	6.5%	2.5%	1.9%
Community, Social		77,371	101,589	57,645	71,838	9,647	12,070	6,038	10,401	2709	5050	1332	2230
Service, Legal, Arts,													
Design, Entertainment, Sports	178960	43.2%	56.8%	32.2%	40.1%	5.4%	6.7%	3.4%	5.8%	1.5%	2.8%	1.3%	2.2%
& Media													
Healthcare	1000	29,832	76,733	19,435	51,005	2,652	9,334	2,672	6,933	4568	8189	505	1272
Practitioners & Technicians	106565	28.0%	72.0%	18.2%	47.9%	2.5%	8.8%	2.5%	%5.9	4.3%	7.7%	0.7%	1.7%
Librarians,		10,970	26,163	8,777	20,185	654	2,123	819	1,612	695	1760	151	483
Curators, & Archivists	37133	29.5%	70.5%	23.6%	54.4%	1.8%	5.7%	2.2%	4.3%	1.5%	4.7%	%9.0	1.8%
Student &		51,083	114,620	35,069	77,151	6,407	15,921	5,543	12,673	3103	6542	961	2333
Academic Affairs & Other Education	165703	30.8%	69.2%	21.2%	46.6%	3.9%	%9.6	3.3%	7.6%	1.9%	3.9%	%8.0	2.0%
Graduate	730080	109,458	130,522	74,779	988'98	6,275	10,878	10,964	13,640	13662	14139	3778	4979
Assistants	00///*	45.6%	54.4%	31.2%	36.2%	2.6%	4.5%	4.6%	5.7%	5.7%	5.9%	2.9%	3.8%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2021, Human Resources component.

(This table was prepared February 2022.)

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DIGEST OF EDUCA N STATISTICS TABLE 315.20 - FULL TIME FACULTY IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS Fall 2021 - Table prepared January 2023

RANK	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI	TWO OR MORE	TWO OR MORE
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	183270	117,338	65,932	91,213	51,610	4,255	3,308	4,739	3,083	16,347	7,318	784	613
	10770	64.0	36.0	49.8	28.2	2.3	1.8	2.6	1.7	8.9	4.0	0.4	0.3
Associate	154402	80,989	73,413	59,521	54,170	4,196	5,194	4,362	3,975	12,022	9,179	888	895
Professor		52.5	47.5	38.5	35.1	2.7	3.4	2.8	2.6	7.8	5.9	9.0	0.6
Assistant	155444	69,529	85,915	47,792	59,310	4,694	7,972	4,520	5,260	11,433	11,664	1,090	1,709
Professor	+++001	44.7	55.3	30.7	38.2	3.0	5.1	2.9	3.4	7.4	7.5	0.7	1.1
Instructor	01064	38,667	52,397	28,735	37,968	2,737	4,792	3,670	4,678	2,895	4,011	630	948
וויסא מסנט	-0017	42.5	57.5	31.6	41.7	3.0	5.3	4.0	5.1	7.5	7.7	0.7	1.0
i ecturer	00867	18,493	24,316	14,530	18,559	566	1,340	1,356	1,944	1,356	2,111	256	362
	770071	43.2	56.8	33.9	43.4	2.3	3.1	3.2	4.5	7.3	8.7	9.0	0.8
Other	132481	65,013	67,468	46,636	47,000	3,293	2,607	3,951	4,617	10,171	8,967	652	1,277
Faculty	107701	49.1	50.9	35.2	35.5	2.5	4.2	3.0	3.5	15.6	13.3	0.7	1.0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data (IPEDS)

Spring 2020 through Spring 2022, Human Resources Component, Fall Staff section

(Table was Prepared January 2023).

Table 324.20. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected academic years, 1976-77 through 2020-21

residents	Two or more	16		0.9	E H H S	3 3 3 1 1 8 6 6 9 3 4 1 1 1 8 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9		9 1 1 1 0	1.0 1.5 1.8 2.3	य प्रसास स संस्था		1.0	11.1 2.3 2.3 4.2	7 0 0 P
1 1	American Indian/Alaska Natiwe	15	0.3 0.4 0.7	0.00 0.07 0.00	00000	00000 8444	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7.00 7.00 7.00 7.00	9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	00000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7.00 7.00 7.00 7.00 7.00	99999	2.00 2.00
Percentage distribution of degrees conferred to U.S. citizens and permanent	Asian/Pacific Islander	14	H 2 2 2 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2		11.9 11.9 12.2 12.2	122 122 122 133 133 133 133 133 133 133	L V N V OI 0 4 4 L 4	10. 10. 9. 9. 11. 11. 11.	0., 4.0.1 0., 4.0.1 0., 4.0.1	12 12 12 12 13 13 13 13 13	6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	12.12.12.15.12.12.12.12.12.12.12.12.12.12.12.12.12.	13.0 13.1 13.1
grees confer	Bispanio	13	प्राथक्य किंप्यूर, क	-លេលលេល ជាណស់ស្គ	000tt	6 8 8 8 8 9 8 9 9 9 9 9 9 9 9 9 9 9 9 9	44644 8464	N N N N N	0.00 C.	7 2 2 2 2 6 6 7 7 7 7 7 7 7 7 7 7 7 7 7	1464. Ludei		88.7.7.7 89.0.5.8	8 8 8 8 5 4 8 4
oution of de	Black	12	44400	46.7.7.	2 C C C C C C C C C C C C C C C C C C C	8 8 8 9 0 0 8 0 0 0 0	७ ५ ५ ५ ५ कि. कि. कि. क	தேது நெரும் சுது நெரும்	\$ \$ \$ \$ \$ \$ \$ \$	68177 68167	0 4 4 6 8 6 4 6 6 8	ଜୁବା ବ୍ରବ	9 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	. 10.5 10.4 10.9 11.1
ntage distrib	White	11	91.9 90.9 86.2 86.2 9.77	74.9 74.6 74.4	72.5 71.6 70.4 69.3	67.5 66.8 65.7 64.9	92.6 91.8 87.4 80.2	2.87 2.87 7.77 8.77 8.35	8.24.27. 8.24.27. 8.42.24.	06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00 06.00	99 99 97 77 99 94 94 90 94 94	72.2 72.2 71.8 71.8	69.8 68.9 67.8 66.7	65.2 64.7 63.6 63.0
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nonresident	more more	11		1,251	1,571 2,440 3,966 3,670	4,1866 7,1900 5,090 6,199		583	101 1,085 1,297 1,678 1,678	1,780 1,862 2,137 2,248 2,248		699	1,355 1,669 1,992 2,064	2,386 2,628 2,953 3,250
and	incian/Alaska Native	11	240 312 356 708 708	917 932 978 952 947	915 900 961 861 884	747 707 721 674 690	182 223 196 196 333	421 447 460 430 454	418 400 365 410 175	307 309 307 262 262	58 89 160 375 375	495 485 518 522 522 493	4997 800 896 4196	440 398 414 414
izens, permane	Asian/Pacific Islander	9	1,674 2,267 2,120 10,682 11,587	14,727 15,170 15,840 16,560	17,896 18,406 19,118 19,186	20,345 20,693 21,035 21,609 22,533	1,311 1,589 3,038 5,467 8,789	6,449 6,516 6,914 7,184	7,792 8,190 8,270 8,330 8,632	8,906 8,971 8,975 9,208	363 678 2,082 5,215 5,828	8,273 8,654 8,926 9,376	10,104 10,216 10,848 10,856 10,856	11,439 11,722 12,060 12,401
to J.S. cit	Hispanic	5	1,533 1,924 3,210 5,042 5,204	6,516 7,4913 8,085 662	9,223 10,108 10,665 11,263 11,781	12,493 13,225 14,145 14,865	1,216 1,338 1,835 2,602 2,564	3, 033 3, 139 3, 388 3, 642 3, 642	4,218 4,473 4,788 5,011 5,122	5,421 5,838 6,024 6,187 6,557	317 586 1,375 2,440 2,640	0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0,000 0 0,000 0,000 0,000 0,000 0,000 0,000 0 0 0 0 0 0 0 0 0 0 0 0 0 0	5,005 5,635 5,837 6,252 6,659	7,072 7,387 8,121 8,678
s conferred		4	3,575 3,893 4,429 7,078	9,371 9,451 10,188 10,413	11,794 12,085 12,621 13,272 13,377	14,070 14,230 15,119 15,719	2,338 2,206 1,991 2,762 2,655	3,223 3,291 3,531 3,609 3,838	4,121 4,310 4,510 4,464 4,564	4,794 4,951 5,076 5,145 5,519	1,237 1,687 2,438 4,316	6,148 6,160 6,657 6,804 7,096	7,673 7,775 8,111 8,808 8,813	9,276 9,279 10,043 10,574
of degree	1 White	Ш	79,932 84,200 81,791 82,984 82,321	94,225 97,701 101,400 104,419 105,990	109,365 110,759 110,157 108,914 107,235	107,444 107,237 107,570 107,823 108,082	62,977 59,574 48,812 45,308 44,131	46,215 48,118 49,880 50,707 51,688	53,488 54,196 53,374 52,069 50,694	50,002 49,555 48,818 47,675 47,091	16,955 24,626 32,979 37,676 38,190	48,010 49,583 51,520 53,712 54,302	55,877 56,563 56,783 56,845 56,541	57,442 57,682 58,752 60,148
Number of degrees conferred to U.S. citizens, permanent residents	Tota	2	91,730 \2,31 98,016 \4,51 105,547 118,736 119,585	144,694 149,190 154,564 158,590 163,827	170,217 175,026 177,587 178,548 178,134	181,357 183,734 187,577 190,133	72,209 \2\ 69,567 \4\ 64,242 64,930 64,171	71,311 73,340 75,674 76,610	82,670 85,080 85,585 84,922 84,240	84,649 85,389 85,771 85,220 85,367	19,521 \3\ 28,449 41,305 53,806 55,414	73,383 75,850 78,890 81,980 84,155	87,547 89,946 92,062 93,626	96,708 98,345 101,806 104,913
	Sex and year	1	Total 1976-77 1980-81 1990-91 2000-01	2006-07 2007-08 2008-09 2009-10	2011-12 2012-13 2013-14 2014-15 2015-16	2016-17 2017-18 2018-19 2019-20 2020-21	Wales 1976-77 1980-81 1990-91 1999-2000 2000-01	2006-07 2007-08 2008-09 2009-10	2011-12 2012-13 2013-14 2014-15 2015-16	2016-17 2017-18 2018-19 2019-20 2020-21	Females 1976-77 1980-81 1990-91 1999-2000 2000-01	2006-07 2007-08 2008-09 2009-10 2016-11	2011-12 2012-13 2013-14 2014-15 2015-16	2016-17 2017-18 2018-19 2019-20

3,5	
0.4	
13.2	
6.6	
11.6	
61.4	
100.0	
9,365	
3,479	
410	
13,117	
9,808	
11,522	
60,991	
108,692	
lable,	
2020-21	

(Not years price 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) Includes 500 males whose racial/ethnic group was not available.

(3) Includes 512 females whose racial/ethnic group was not available.

(4) Includes 512 females whose racial/ethnic group was not available.

(5) Includes 512 females whose racial/ethnic group was not available.

(5) Includes 512 females whose racial/ethnic group was not available.

(6) Includes 512 females whose racial/ethnic group was not available.

(7) Includes 512 females whose racial/ethnic group was not available.

(8) Includes 512 females whose racial/ethnic group was not available.

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(8) Includes 512 females whose racial/ethnic group was not available.

(9) Includes 512 females whose racial/ethnic group was not available.

(9) Includes 512 females whose racial/ethnic group was not reported. Betail may not sum and later years, reported racial/ethnic distributions of students by level of degrees. Itial of study, and sex were used to estimate race/ethnicity was not reported. Betail may not sum some data whose for confidence of rounding Statistics, Higher Education Genter for Education Statistics, Higher Education Genter for Education Statistics, Higher Education Genter for Education Genter