

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.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

EEO 1 - Executive/Administrative
All Titles

07/31/23
Statewide/National

REPORTING DATE:
LABOR MARKET AREA:

OCCUPATIONAL CATEGORY: JOB TITLE:	FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIANHPI MALE		AAIANHPI FEMALE		TWO OR MORE										
		RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF	RS	VF	WF							
1. Employment data in the applicable LMA		35.2	10	3.5	64.8	10	2.5	25.9	10	4.5	4.0	10	0.4	8.9	10	0.9	6.7	10	0.7	10	0.3	2.7	10	0.3	0.7	10	0.1	1.3	10	0.1		
2. Unemployment in Applicable 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		
3. Promotable/Transferable Percentage		61.5	10	5.2	38.4	10	3.8	46.5	10	4.7	30.1	10	3.0	3.2	10	0.3	1.8	10	0.2	8.7	10	0.9	3.2	10	0.3	0	10	0.0	0	10	0.0	
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)		42.3	80	33.8	57.7	80	46.2	33	80	26.4	3.1	80	3.1	7.1	80	5.7	2.8	4.5	80	3.6	2.2	80	1.8	3.0	80	2.4	0.5	80	0.4	0.8	80	0.6
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE				43.5			56.5		33.7		3.8		41.3		6.9		4.5		2.8		4.5		2.8		3.0		0.5		0.7		0.7	

Employment Data - Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)

11-9030/0230	947350	333815	0	245495	613535	0	428570	83960	37935	31005	63595	13005	25150	6375	12260
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	947350	333815	613535	245495	613535	37935	428570	83960	37935	31005	63595	13005	25150	6375	12260
Percentage	100.0%	35.2%	64.8%	25.9%	64.8%	4.0%	45.2%	8.9%	4.0%	3.3%	6.7%	1.4%	2.7%	0.7%	1.3%
Promotable/Transferable Pool - 07/31/2023															
Prof Non-Fac V & VI	45	24	21	22	21	1	16	1	1	1	3	0	1	0	0
Professor	174	111	63	80	63	5	50	6	5	7	1	19	6	0	0
Total	219	135	84	102	84	6	66	7	6	8	4	19	7	0	0
Percentage	100.0%	61.6%	38.4%	46.6%	38.4%	2.7%	30.1%	3.2%	2.7%	3.7%	1.8%	8.7%	3.2%	0	0
US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022 - Management Table 314.40															
Management	255575	108215	147360	84249	147360	10046	107965	18215	10046	7113	11413	5522	7611	1285	2156
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	42.3%	57.7%	33.0%	57.7%	3.9%	42.2%	7.1%	3.9%	2.8%	4.5%	2.2%	3.0%	0.5%	0.8%

REASONS FOR WEIGHTING THE FACTOR:

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)	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.	10% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area			This is no longer a data source available to use for the Affirmative Action plan.
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.
OTHER SOURCE	US Dept. of Ed IPEDS Data Spring 2021-Table 314.40: Management-February 2022	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

**REPORTING DATE:
LABOR MARKET AREA:**

**EEO 2 - Faculty
Professor**

**07/31/23
Statewide/National**

**OCCUPATIONAL CATEGORY:
JOB TITLE:**

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HNPI MALE		AAIAN/HNPI FEMALE		TWO OR MORE		TWO OR MORE														
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF										
1. Employment data in the applicable LMA	48.4	0	0.0	51.6	0	0.0	37.9	0	0.0	1.7	0	0.0	2.4	0	0.0	2.4	0	0.0	6.4	0	0.0	0.9	0	0.0	1.1	0	0.0										
2. Unemployment in Applicable 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	0.0	0	0.0										
3. Promotable/Transferable Percentage	57.4	95	54.5	42.6	95	40.5	36.4	95	34.6	30.2	95	28.7	2.3	95	2.2	3.1	95	2.9	3.1	2.9	5.4	95	5.1	15.5	95	14.7	3.9	95	3.7	0.0	95	0.0	95	0.0			
4. Pop. in the LMA																																					
5. Client Pop. Figures																																					
6. Educ/Tech Trng Figures																																					
7. Other Source (Specify)	64.0	5	3.2	36.0	5	1.8	49.8	5	2.5	28.2	5	1.4	2.3	5	0.1	1.8	5	0.1	2.6	5	0.1	1.7	5	0.1	8.9	5	0.4	4.0	5	0.2	0.4	5	0.0	0.3	5	0.0	
8. Other Source (Specify)																																					
FINAL AVAILABILITY BASE PERCENTAGE																																					

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)		7555		345		7555		485		485		485		485		485		1430		1285		175		215	
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	19955	9660	7225	7555	345	7555	485	485	485	485	485	485	485	485	485	485	485	1430	1285	175	215	175	215		
Percentage	100.0%	48.4%	36.2%	37.9%	1.7%	37.9%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%	0.9%	1.1%		
Promotable/Transferable Pool - 07/31/2023																									
Associate Professor	129	74	47	39	3	4	4	4	4	4	4	4	4	4	4	4	4	20	5	0	0	0	0		
Total	129	74	47	39	3	4	4	4	4	4	4	4	4	4	4	4	4	20	5	0	0	0	0		
Percentage	100.0%	57.4%	36.4%	30.2%	2.3%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%	15.5%	3.9%	0	0	0	0		
Digest of Ed. Statistics, Table 315.20, January 2023: Professor																									
Professors	183270	117338	91213	51610	4255	3308	4739	3083	16347	7118	784	613													
Total	183270	117338	91213	51610	4255	3308	4739	3083	16347	7118	784	613													
Percentage	100.0%	64.0%	49.8%	28.2%	2.3%	1.8%	2.6%	1.7%	8.9%	4.0%	0.4%	0.3%													

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	Unemployment in Applicable Labor Market Area	Promotable/Transferable	Other Source	Other Source	Other Source	Other Source
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)		The hiring area is Nationwide for this job category. However, a small percentage of any positions may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	0% value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.		
Unemployment in Applicable Labor Market Area			This is no longer a data source for the Affirmative Action Plan.			
Promotable/Transferable	2022 CCSU Workforce Analysis by Job Classification: Associate Professor		Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.		
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, January 2023: Professor		The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches. Table number changed from 264 to 315.20 for the Digest.		

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 - Equity Assistant Professor (Including Instructor)** REPORTING DATE: **07/31/23** Statewide/National
JOB TITLE: **Assistant Professor (Including Instructor)** LABOR MARKET AREA:

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/AN/HP/PI* MALE		AA/AN/HP/PI* FEMALE		TWO OR MORE												
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF											
1. Employment data in the applicable LMA	48.4	4.8	51.6	10	36.2	10	3.6	37.9	10	3.8	10	0.2	2.4	10	0.2	2.4	10	0.2	7.2	10	0.7	6.4	10	0.6	0.9	10	0.1	1.1	10	0.1			
2. Unemployment in Applicable 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	1	0	0.0				
3. Promotable/Transferable Percentage	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0				
4. Pop. in the LMA																																	
5. Client Pop. Figures																																	
6. Educ/Tech Trng. Figures																																	
7. Other Source (Specify)	44.7	13.4	55.3	30	30.7	30	9.2	38.2	30	11.5	3.0	0.9	5.1	30	1.5	2.9	30	0.9	3.4	30	1.0	7.4	30	2.2	7.5	30	2.3	0.7	30	0.2	1.1	30	0.3
8. Other Source (Specify)	41.8	25.1	58.2	60	27.6	60	16.6	35.8	60	21.5	3.2	1.9	6.8	60	4.1	3.9	60	2.3	5.7	60	3.4	5.7	60	3.4	7.9	60	4.7	1.3	60	0.8	2.0	60	1.2
FINAL AVAILABILITY BASE PERCENTAGE		43.3		56.7		29.4		36.8		3.0		3.4		4.6		6.3		4.6		6.3		7.6		1.1		7.6		1.1		1.1		1.6	

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)

Factor	Total	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/AN/HP/PI* Male	AA/AN/HP/PI* Female	Two or More
19955	9660	7225	7555	345	0	485	485	1490	1285	315
0	0	0	0	0	0	0	0	0	0	0
19955	9660	7225	7555	345	0	485	485	1490	1285	315
100.0%	48.4%	36.2%	37.9%	1.7%	0.0%	2.4%	2.4%	7.2%	6.4%	1.1%
Promotable/Transferable Pool	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0
Digest of Ed. Statistics, Table 315.20, November 2021: Assistant Professor										
Assistant Professors	85915	47792	59310	4694	7972	4520	5260	11433	11664	1709
Total	155444	47792	59310	4694	7972	4520	5260	11433	11664	1709
Percentage	100.0%	30.7%	38.2%	3.0%	5.1%	2.9%	3.4%	7.4%	7.5%	1.1%
Digest of Ed. Statistics, Table 324.20 Doctoral Degrees, September 2022										
National Data	170580	47091	60991	5519	11522	6657	9808	9696	13527	3479
Total	170580	47091	60991	5519	11522	6657	9808	9696	13527	3479
Percentage	100.0%	41.8%	27.6%	3.2%	6.8%	3.9%	5.7%	5.7%	7.9%	2.0%

REASONS FOR WEIGHTING THE FACTOR:

FACTOR:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	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.	10% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	N/A	This data source is no longer used in this Affirmative Action Plan.
Promotable/Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20: Assistant Professor, Fall 2021. Table prepared November 2021.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred 2020-2021 data.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AA/AN/HP/PI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

EEO 2 - Faculty Coaching
07/31/23
Statewide/National(NCAA)

REPORTING DATE:
LABOR MARKET AREA:

REPORTING DATE:
LABOR MARKET AREA:

REPORTING DATE:
LABOR MARKET AREA:

OCCUPATIONAL CATEGORY: JOB TITLE:	FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HNPI MALE		AAIAN/HNPI FEMALE		TWO OR MORE							
		RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF						
1. Employment data in the applicable LMA		60.9	10	39.1	10	48.4	10	3.3	10	4.2	10	0.4	10	5.0	10	0.2	10	1.4	10	0.1	1.3	10	0.1	1.9	10	0.2	0.8	10	0.1
2. Unemployment in Applicable 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	
3. Promotable/Transferable Percentage		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. Pop. in the LMA																													
5. Client Pop. Figures																													
6. Educ/Tech Trng Figures																													
7. Other Source (Specify)		71.4	90	64.3	28.6	90	25.7	51.7	90	46.5	21.8	90	19.6	13.4	90	12.1	4.2	90	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8
8. Other Source (Specify)																													
FINAL AVAILABILITY BASE PERCENTAGE																													

Employment Data - Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/2721); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)		27-2020/2721		27-20XX/2700		Total		Percentage		Promotable/Transferable Pool							
Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage						
4900	3095	1805	3553	2385	1570	335	105	180	35	200	35	70	85	69	80	125	15
6299	3725	2574	3035	3035	2065	160	160	365	200	285	285	285	155	149	85	85	80
11199	6820	4379	4879	4879	3635	470	265	565	235	2.1%	2.4%	1.4%	1.5%	1.3%	2.10	1.9%	0.8%
100.0%	60.9%	39.1%	48.4%	48.4%	32.5%	4.2%	2.4%	5.0%	2.1%	2.1%	2.4%	1.4%	1.5%	1.3%	2.10	1.9%	0.8%

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	Count	Percentage	Count	Percentage	Count	Percentage
Employment data in the Applicable Labor Market Area	12426	88.7%	12426	88.7%	12426	88.7%
Unemployment in Applicable Labor Market Area	1426	88.7%	1426	88.7%	1426	88.7%
Promotable/Transferable	100.0%	71.4%	100.0%	51.7%	100.0%	71.4%
NCAA - Division 1 - Coaching						

The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.

Information not provided for this Affirmative Action plan period.

Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.

Recruitment for Division 1 positions comes from those with experience in Division 1 sports and sports related fields.

90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 3 - Professional Non-Faculty** REPORTING DATE: **07/31/23** Statewide/National
JOB TITLE: **All Titles** LABOR MARKET AREA:

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HNPI MALE		AAIAN/HNPI FEMALE		TWO OR MORE																
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF															
1. Employment data in the applicable LMA	38.1	30	11.4	61.9	30	18.6	29.2	30	8.8	30	15.1	3.2	30	1.0	3.8	30	1.1	3.2	30	1.6	1.5	30	0.5	1.9	30	0.6	1.1	30	0.3	0.6	30	0.2					
2. Unemployment in Applicable 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					
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0					
4. Pop. in the LMA																																					
5. Client Pop. Figures																																					
6. Educ/Tech Tng. Figures																																					
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	70	6.7	70	4.7	3.5	70	2.5	5.8	70	4.1	3.7	70	2.6	5.6	70	3.9	0.7	70	0.5	1.1	70	0.8		
8. Other Source (Specify)																																					
FINAL AVAILABILITY BASE PERCENTAGE																																					

Employment Data - 2014-20108 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)

11-9030/0230	13949	5315	8634	8634	4070	7020	445	535	440	730	205	264	155	85
Total	13949	5315	8634	8634	4070	7020	445	535	440	730	205	264	155	85
Percentage	100.0%	38.1%	61.9%	61.9%	29.2%	50.3%	3.2%	3.8%	3.2%	5.2%	1.5%	1.9%	1.1%	0.6%
Promotable/Transferable Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	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)	218069	58449	159620	159620	41452	107215	5677	19527	5937	16859	4379	13149	1004	2870
Bus & Fin Operations	217238	129182	88956	88956	93300	57042	8194	7445	10649	7669	14814	14189	2225	1711
Comp. Eng & Science	178960	77371	101589	101589	57645	71838	9647	12070	6038	10401	2709	5050	1332	2230
Comm, Soc Svc, Legal, Arts, Design, Ent, Sports & Media	106565	29832	76733	76733	19435	51005	2652	9334	2672	6933	4568	8189	505	1272
Healthcare Practitioners & Techs	720832	294834	425998	425998	211832	287100	26170	48376	25296	41862	26470	40577	5066	8083
Percentage	100.0%	40.9%	59.1%	59.1%	29.4%	39.8%	3.6%	6.7%	3.5%	5.8%	3.7%	5.6%	0.7%	1.1%

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	2014-2018 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)	2014-2018 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)	The hiring area is statewide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	30% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed.	This data source not used during this Affirmative Action Plan period.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.
Unemployment in Applicable Labor Market Area						
Promotable/Transferable						
OTHER SOURCE - IPEDS 2022						

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

**07/31/23
Hartford County**

**EEO 4 - Clerical
All Titles except Sec 2**

**OCCUPATIONAL CATEGORY:
JOB TITLE:**

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE/MALE		WHITE/FEMALE		BLACK MALE		BLACK/FEMALE		HISPANIC MALE		HISPANIC/FEMALE		AAIAN/HP/MALE		AAIAN/HP/FEMALE		TWO OR MORE/TWO OR MORE																
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF															
1. Employment data in the applicable LMA	25.2	50	12.6	74.8	50	37.4	15.3	50	7.7	49.2	50	24.6	4.6	50	2.3	11.8	50	5.9	3.3	50	1.7	9.2	50	4.6	1.5	50	0.8	2.5	50	1.3	0.9	50	0.2	2.2	50	1.1	
2. Unemployment in Applicable 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	0	0.0	0	0.0	0	0.0	0	0.0	
3. Promotable/Transferable Percentage	3.3	50	1.7	96.7	50	48.4	3.3	50	1.7	60	50	30.0	0	50	0.0	20	50	10.0	0	50	0.0	16.7	50	8.4	0	50	0.0	0	50	0.0	0	50	0.0	0	50	0.0	
4. Pop. in the LMA																																					
5. Client Pop. Figures																																					
6. Educ/Tech Trng Figures																																					
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	
8. Other Source (Specify)																																					
FINAL AVAILABILITY BASE PERCENTAGE																																					
			14.3			85.8			9.4		54.6		2.3		15.9		1.7		13.0		0.8		1.3		0.2												

Employment Data - 2014-2018 CENSUS, Hartford County: Other Office and Admin, Support Workers (43-9000/5810)

SOC 43-9000/5810	10754	2705	8049	1650	5290	500	1265	985	165	274	35	235
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	10754	2705	8049	1650	5290	500	1265	985	165	274	35	235
Percentage	100.0%	25.2%	74.8%	15.3%	49.2%	4.6%	11.8%	9.2%	1.5%	2.5%	0.3%	2.2%

Promotable/Transferable Pool - 07/31/2023

Secretary 2	30	1	29	1	18	6	6	5	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	30	1	29	1	18	6	6	5	0	0	0	0
Percentage	100.0%	3.3%	96.7%	3.3%	60.0%	20.0%	16.7%					

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (43-9000/5810)	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.	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 eso category.
Unemployment in Applicable Labor Market Area			
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 2	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	50% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 2.
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

REPORTING DATE:
07/31/23
Hartford County

LABOR MARKET AREA:
Hartford County

EEO 4 - Clerical
Secretary 2

OCCUPATIONAL CATEGORY:
JOB TITLE:

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HP/MALE		AAIAN/HP/FEMALE		TWO OR MORE		TWO OR MORE	
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF
1. Employment data in the applicable LMA	5.4	7.0	3.8	94.6	7.0	66.2	3.5	7.0	2.5	71.9	7.0	50.3	0.6	0.8	7.7	11.0	0.6	0.4	2.3	1.6	0.2	0.1	2.0	7.0
2. Unemployment in Applicable 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
3. Promotable/Transferable Percentage	0	3.0	0.0	100	3.0	30.0	0	3.0	0.0	75	3.0	22.5	0	3.0	0.0	0	3.0	0.0	0	3.0	0.0	0	3.0	0.0
4. Pop. in the LMA																								
5. Client Pop. Figures																								
6. Educ/Tech Tng Figures																								
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
8. Other Source (Specify)																								
FINAL AVAILABILITY BASE PERCENTAGE			3.8			96.2			2.5		72.8			0.6		12.7		0.4		7.7		0.1		1.4

Employment Data - 2014-2018 Census - Hartford County Line: Secretaries and Administrative Assistants (43-6010/5710)

SOC 43-6010/5710	9940	540	9400	350	7150	45	735	75	1095	55	225	15	195
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	9940	540	9400	350	7150	45	735	75	1095	55	225	15	195
Percentage	100.0%	5.4%	94.6%	3.5%	71.9%	0.5%	7.4%	0.8%	11.0%	0.6%	2.3%	0.2%	2.0%
Promotable/Transferable Pool - 07/31/2023	2	0	2	0	2	0	0	0	0	0	0	0	0
Secretary 1	1	0	1	0	0	0	1	0	0	0	0	0	0
Processing Technician	1	0	1	0	0	0	0	0	0	0	0	0	0
Secretary 1 (PT)	1	0	1	0	1	0	0	0	0	0	0	0	0
Total	4	0	4	0	3	0	1	0	0	0	0	0	0
Percentage	100.0%	0	100.0%	0	75.0%	0	25.0%	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (43-6010/5710)	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.	70% value weight. Most hiring in this category comes from the employed population.
Unemployment in Applicable Labor Market Area			This source is not used during this Affirmative Action period.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1 & Processing Technicians	Precise figures for computing racial and sexual composition of persons in promotable positions. 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.	30% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians. Or employees will move from part-time to full-time.
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

07/31/23
Hartford County

EEO 5 - Technical/Paraprofessional
All Titles

REPORTING DATE:
LABOR MARKET AREA:

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/IANH/PI MALE		AA/IANH/PI FEMALE		TWO OR MORE			
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	26.8	100	26.8	73.2	100	17.4	100	49.3	100	3.8	100	11.1	100	3.6	100	8.9	100	1.7	100	2.2	100	0.2	100	1.7
2. Unemployment in Applicable 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
3. Promotable/Transferable Percentage	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
4. Pop. in the LMA																								
5. Client Pop. Figures																								
6. Educ/Tech Trng Figures																								
7. Other Source (Specify)	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
8. Other Source (Specify)																								
FINAL AVAILABILITY BASE PERCENTAGE			26.8			73.2		49.3		3.8		11.1		3.6		8.9		1.7		2.2		0.2		1.7

Employment Data - 2014-2018 Census, Hartford County: Library Workers (25-XXXX/2350) & Other Office and Admin. Support Workers (43-9000/5810)

SOC 25-XXXX/2350	3599	1135	850	1790	50	335	155	295	80	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOC 43-9000/5810	10754	2705	1650	5290	500	1265	955	985	165	274	35	35	235	314	2.2%	2.2%	1.7%	0.2%	0.2%	0	0	0	0	0
Total	14353	3840	2500	7080	550	1600	1111	1280	245	314	35	35	239	314	2.2%	2.2%	1.7%	0.2%	0.2%	0	0	0	0	0
Percentage	100.0%	26.8%	17.4%	49.3%	3.8%	11.1%	8.9%	8.9%	1.7%	2.2%	0.2%	0.2%	1.7%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0	0	0	0	0
Promotable/Transferable Pool																								
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE																								
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	Unemployment in Applicable Labor Market Area	Promotable/Transferable	Other Source	Other Source	Other Source	Other Source
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA, Library Technicians (25-XXXX/2350) and Other Office and Admin Support Workers (43-9000/5810)	There is no promotable/transferable pool identified	N/A	N/A	100% value weight as paraprofessional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.	This data source was not used for this Affirmative Action Plan.
Unemployment in Applicable Labor Market Area						
Promotable/Transferable						
OTHER SOURCE						

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: **EEO 7 - Service Maintenance**
 JOB TITLE: **All Titles except Custodians**

REPORTING DATE: **07/31/23**
 LABOR MARKET AREA: **Hartford County**

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/HP/MI MALE		AAIAN/HP/MI FEMALE		TWO OR MORE								
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF							
1. Employment data in the applicable LMA	65.3	70	46.4	33.7	70	23.6	21.0	70	14.7	12.1	70	8.5	4.6	3.7	70	2.6	14.1	70	9.9	14.5	70	10.2	0.4	1.0	70	0.7	0.8	70	0.6
2. Unemployment in Applicable 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	0	0.0
3. Promotable/Transferable Percentage	64.9	30	19.5	35.1	30	10.5	24.3	30	7.3	21.6	30	6.5	8.1	30	2.4	30	32.4	30	9.7	10.8	30	3.2	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 Trng Figures																													
7. Other Source (Specify)	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
8. Other Source (Specify)																													
FINAL AVAILABILITY BASE PERCENTAGE			65.9			34.1			22.0		7.0		3.4		19.6		13.4					0.3		0.4			0.7		0.6

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 Maintenance Workers 37-3010/4251

37-1011/4200	929	655	274	405	160	30	210	110	4	600	2255	1815	1025	2090	1355	0	2300	2365	60	100	100	0	0	0	0	0	0	0	0
37-2010/4220	11230	6330	4900	3005	1815	1025	2090	1355	75	604	2300	2365	60	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
37-3010/4251	4105	3805	300	2215	1975	1055	2300	2365	3.7%	8.1%	21.6%	12.1%	6.5%	14.2%	14.5%	10.8%	32.4%	10.8%	0	0	0	0	0	0	0	0	0	0	0
Total	16264	10790	5474	3410	1975	1055	2300	2365	33.7%	21.0%	12.1%	12.1%	6.5%	14.2%	14.5%	10.8%	32.4%	10.8%	0	0	0	0	0	0	0	0	0	0	0
Promotable/Transferable Pool - 07/31/2023	100.0%	66.3%	33.7%	21.0%	12.1%	6.5%	14.2%	14.5%	10.8%	32.4%	10.8%	32.4%	10.8%	32.4%	10.8%	10.8%	32.4%	10.8%	0	0	0	0	0	0	0	0	0	0	0
Custodians	37	24	13	9	8	3	12	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	37	24	13	9	8	3	12	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	64.9%	35.1%	24.3%	21.6%	8.1%	32.4%	10.8%	2.7%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:		BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:		REASONS FOR WEIGHTING THE FACTOR:	
	RS	WF	RS	WF	RS	WF
Employment data in the Applicable Labor Market Area			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.		70% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.	
Unemployment in Applicable Labor Market Area			No data source for this reporting period.		No data source for this reporting period.	
Promotable/Transferable			Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur; typically from the level of custodian		30% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of custodian	
OTHER SOURCE						

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
JOB TITLE: Custodian

REPORTING DATE: 07/31/23
LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIANHPI MALE		AAIANHPI FEMALE		TWO OR MORE				
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	
1. Employment data in the applicable LMA	56.4	100	43.6	100	43.6	26.8	100	16.2	9.1	100	5.3	100	18.6	100	20.1	0.5	100	0.9	100	0.9	1.3	100	1.2	100	1.2
2. Unemployment in Applicable 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
3. Promotable/Transferable Percentage	0.0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0
4. Pop. in the LMA																									
5. Client Pop. Figures																									
6. Educ/Tech Tng. Figures																									
7. Other Source (Specify)	0.0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0
8. Other Source (Specify)																									
FINAL AVAILABILITY BASE PERCENTAGE								16.2		9.1		5.3		18.6		20.1		0.5		0.9		1.3		1.2	

Employment Data - Connecticut Occupational Statistics, 2014-2018, Hartford County, Building Cleaning Workers (37-2010/4220)

	11230	6330	4900	3005	1815	1025	600	2090	2255	60	100	150
37-2010/4220	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	11230	6330	4900	3005	1815	1025	600	2090	2255	60	100	150
Percentage	100.0%	56.4%	43.6%	26.8%	16.2%	9.1%	5.3%	18.6%	20.1%	0.5%	0.9%	1.3%
Promotable/Transferable Pool												
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE												
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County, Building Cleaning Workers (37-2010/4220)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	100% value weight as custodian positions at CCSU require relevant (often school environment) exp. Most positions are filled by those already employed. Reduced as census data is over 20 years old.
Unemployment in Applicable Labor Market Area			This data was not used in the Affirmative Action Plan.
Promotable/Transferable	N/A	N/A	N/A
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: **Protective Service**
JOB TITLE: **All Titles**

REPORTING DATE: **07/31/23**
LABOR MARKET AREA: **Hartford County**

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AA/IANHPI MALE		AA/IANHPI FEMALE		TWO OR MORE		
	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	RS	WF	
1. Employment data in the applicable LMA	81.8	100	81.8	18.2	100	62.0	100	62.0	100	8.9	100	8.9	100	10.4	100	10.4	100	3.8	100	3.8	100	0.1	100
2. Unemployment in Applicable 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
3. Promotable/Transferable Percentage	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
4. Pop. in the LMA																							
5. Client Pop. Figures																							
6. Educ/Tech Trng Figures																							
7. Other Source (Specify)	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
8. Other Source (Specify)																							
FINAL AVAILABILITY BASE PERCENTAGE																							
			81.8			62.0		7.8		8.9		5.5		10.4		3.8		0.5		0.1		0.0	0.9

Employment Data - Connecticut Occupational Statistics, 2014-2018, Hartford County: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820)

33-1010/3700	510	455	55	295	75	45	85	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33-3050/3870	1794	1495	299	1195	160	65	125	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	25
33-3021/3820	445	300	145	215	10	40	75	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2749	2250	499	1705	245	150	285	105	15	15	15	15	15	15	15	15	15	15	15	15	15	15	25
Percentage	100.0%	81.8%	18.2%	62.0%	8.9%	5.5%	10.4%	3.8%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.9%

Promotable/Transferable Pool	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	100% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Unemployment in Applicable Labor Market Area			This data source is no longer used in the Affirmative Action Plan.
Promotable/Transferable	N/A	N/A	N/A
OTHER SOURCE			

**NCAA Coaching Data (2022 -
Division II Figures**

HEAD COACHES	Total	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Baseball Mens	260	260	0	228		9		10		13	
Basketball Mens	307	307	0	228		63		7		9	
Basketball Womens	307	158	149	113	109	31	35	9	2	5	3
Cross County Mens	290	258	32	207	23	36	8	10		5	1
Field Hockey Womens	40	3	37	1	32		3	2	1		1
Football Mens	172	172	0	139		25		5		3	
Golf Mens	220	210	10	186	6	15	3	4		5	1
Golf Womens	201	160	41	149	37	10	4			1	
Lacrosse Women's	113	33	80	29	76	2	3	2			1
Soccer Mens	205	205	0	166		7		18		14	
Soccer Womens	266	177	89	141	79	27	9	8		1	1
Softball Womens	289	101	188	83	157	11	18	5	8	2	5
Swimming Mens	79	78	1	54	1	18		3		3	
Swimming Womens	106	78	28	70	27	1	1	3		4	
Track Indoor Mens	184	168	16	133	8	30	7	3		2	1
Track Indoor Womens	208	46	162	37	137	9	18		2		5
Track Outdoor Mens	227	205	22	158	14	39	6	5	1	3	1
Track Outdoor Womens	262	58	204	44	167	11	26	2	5	1	6
Volleyball Womens	297	157	140	129	108	20	17	5	7	3	8
ASSISTANT COACHES											
Baseball Mens	632	631	1	538	1	19		51		23	
Basketball Mens	664	660	4	382	1	225	3	27		26	
Basketball Womens	582	209	373	125	231	64	120	15	12	5	10
Cross County Mens	294	209	85	146	64	41	9	15	8	7	4
Field Hockey Womens	50	5	45	3	41			2	2		2
Football Mens	1,193	1,191	2	720	2	405		40		26	

Golf Mens	156	124	32	103	28	4	6	2	11	2
Golf Womens	131	80	51	73	48	3	2	1	2	2
Lacrosse Women's	151	29	122	24	114	2	1		2	5
Soccer Mens	392	392	0	241		32	75		44	
Soccer Womens	373	173	200	129	167	14	22	16	8	12
Softball Womens	469	135	334	109	276	13	8	25	5	10
Swimming Mens	122	91	31	63	28	18	6	2	4	1
Swimming Womens	146	84	62	68	47	3	7	7	6	7
Track Indoor Mens	567	416	151	291	91	97	19	12	9	12
Track Indoor Womens	625	450	175	314	108	102	17	12	17	11
Track Outdoor Mens	677	501	176	336	117	128	28	12	9	8
Track Outdoor Womens	756	538	218	376	134	120	22	17	20	15
Volleyball Womens	413	121	292	88	225	7	14	24	12	10
Total	12,426	8,873	3,553	6,424	2,704	1,661	478	178	310	145
Percentage	100.0%	71.4%	28.6%	51.7%	21.8%	13.4%	3.8%	1.4%	2.5%	1.2%

DIGEST OF EDUCATIONAL STATISTICS

TABLE 314.40 -SPRING 2021 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS
(Spring 2021 - Table Prepared February 2022)

STAFF	TOTAL		TOTAL		WHITE		BLACK		HISPANIC		HISPANIC		AAIANH		Two/more	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Management	108,215 42.3%	147,360 57.7%	84,249 33.0%	107,965 42.2%	10,046 3.9%	18,215 7.1%	7,113 2.8%	11,413 4.5%	5,522 2.2%	7611 3.0%	1,285 0.5%	2156 0.8%				
Professional/ Faculty	663,015 48.9%	693,277 51.1%	503,916 37.2%	513,010 37.8%	40,858 3.0%	63,574 4.7%	40,227 3.0%	43,535 3.2%	70435 5.2%	62801 4.6%	7579 1.1%	10357 1.5%				
Business & Financial	58,449 26.8%	159,620 73.2%	41,452 19.0%	107,215 49.2%	5,677 2.6%	19,527 9.0%	5,937 2.7%	16,859 7.7%	4379 2.0%	13149 6.0%	1004 0.6%	2870 1.8%				
Computers, Engineering & Science	129,182 59.5%	88,056 40.5%	93,300 42.9%	57,042 26.3%	8,194 3.8%	7,445 3.4%	10,649 4.9%	7669 3.5%	14814 6.8%	14189 6.5%	2225 2.5%	1711 1.9%				
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	77,371 43.2%	101,589 56.8%	57,645 32.2%	71,838 40.1%	9,647 5.4%	12,070 6.7%	6,038 3.4%	10,401 5.8%	2709 1.5%	5050 2.8%	1332 1.3%	2230 2.2%				
Healthcare Practitioners & Technicians	29,832 28.0%	76,733 72.0%	19,435 18.2%	51,005 47.9%	2,652 2.5%	9,334 8.8%	2,672 2.5%	6,933 6.5%	4568 4.3%	8189 7.7%	505 0.7%	1272 1.7%				
Librarians, Curators, & Archivists	10,970 29.5%	26,163 70.5%	8,777 23.6%	20,185 54.4%	654 1.8%	2,123 5.7%	819 2.2%	1,612 4.3%	569 1.5%	1760 4.7%	151 0.6%	483 1.8%				
Student & Academic Affairs & Other Education	51,083 30.8%	114,620 69.2%	35,069 21.2%	77,151 46.6%	6,407 3.9%	15,921 9.6%	5,543 3.3%	12,673 7.6%	3103 1.9%	6542 3.9%	961 0.8%	2333 2.0%				
Graduate Assistants	109,458 45.6%	130,522 54.4%	74,779 31.2%	86,886 36.2%	6,275 2.6%	10,878 4.5%	10,964 4.6%	13,640 5.7%	13662 5.7%	14139 5.9%	3778 2.9%	4979 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.)

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

RANK	GRAND TOTAL		TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIANHAPI MALE		AAIANHAPI FEMALE		TWO OR MORE MALE		TWO OR MORE FEMALE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	117,338	65,932	91,213	51,610	4,255	3,308	4,739	3,083	16,347	7,318	4,739	3,083	16,347	7,318	8,9	4.0	16,347	7,318	8,9	4.0	784	613	784	613	0.4	0.3
Associate Professor	80,989	73,413	59,521	54,170	4,196	5,194	4,362	3,975	12,022	9,179	4,362	3,975	12,022	9,179	7.8	5.9	12,022	9,179	7.8	5.9	888	895	888	895	0.6	0.6
Assistant Professor	69,529	85,915	47,792	59,310	4,694	7,972	4,520	5,260	11,433	11,664	4,694	7,972	11,433	11,664	7.4	7.5	11,433	11,664	7.4	7.5	1,090	1,709	1,090	1,709	0.7	1.1
Instructor	38,667	52,397	28,735	37,968	2,737	4,792	3,670	4,678	2,895	4,011	2,737	4,792	2,895	4,011	7.5	7.7	2,895	4,011	7.5	7.7	630	948	630	948	0.7	1.0
Lecturer	18,493	24,316	14,530	18,559	995	1,340	1,356	1,944	1,356	1,944	995	1,340	1,356	1,944	3.2	4.5	1,356	1,944	3.2	4.5	256	362	256	362	0.6	0.8
Other Faculty	65,013	67,468	46,636	47,000	3,293	5,607	3,951	4,617	10,171	8,967	3,293	5,607	10,171	8,967	15.6	13.3	10,171	8,967	15.6	13.3	962	1,277	962	1,277	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

Sex and year	Number of degrees conferred to U.S. citizens, permanent residents, and nonresidents										Percentage distribution of degrees conferred to U.S. citizens and permanent residents									
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races ¹	Nonresident	Total	White	Black	Hispanic	Asian/Pacific Islander	Indian/Alaska Native	American Native	Two or more races ¹				
Total	91,730 (2,3)	79,932	3,575	1,533	1,674	240	4,264	100.0	91.9	4.1	1.3	1.4	1.9	0.3	1.6					
1976-77	98,016 (4,5)	84,200	3,893	1,924	2,267	312	4,685	100.0	90.9	4.2	2.1	2.4	0.3	0.3	1.7					
1980-81	105,547	81,791	4,429	3,210	5,120	356	10,641	100.0	86.2	4.7	3.4	5.4	0.4	0.4	5.4					
1990-91	118,736	82,321	7,035	5,042	10,682	708	12,733	100.0	77.9	6.6	4.7	10.0	0.7	0.7	10.8					
2000-01	119,585	84,235	8,371	6,576	14,727	917	18,878	100.0	74.9	7.4	5.2	11.7	0.7	0.7	11.7					
2006-07	144,684	97,701	9,451	6,983	15,170	932	19,003	100.0	75.0	7.3	5.3	11.7	0.7	0.7	11.7					
2007-08	149,190	101,400	10,188	7,497	15,840	978	18,661	100.0	74.6	7.5	5.3	11.7	0.7	0.7	11.7					
2008-09	158,590	104,419	10,413	8,085	16,560	952	18,161	100.0	74.4	7.4	5.8	11.8	0.7	0.7	11.8					
2009-10	163,277	105,990	10,934	8,662	17,078	947	18,965	100.0	73.2	7.5	6.0	11.8	0.7	0.7	11.8					
2011-12	170,217	109,365	11,794	9,223	17,896	915	19,453	100.0	72.5	7.8	6.1	11.9	0.6	0.6	11.9					
2012-13	175,026	110,759	12,085	10,108	18,406	900	20,328	100.0	71.6	7.8	6.5	11.9	0.6	0.6	11.9					
2013-14	177,567	110,157	12,621	10,665	19,118	861	21,398	100.0	70.4	8.1	6.8	12.2	0.6	0.6	12.2					
2014-15	178,548	108,914	13,272	11,263	19,186	884	21,359	100.0	69.3	8.4	7.2	12.2	0.6	0.6	12.2					
2015-16	178,134	107,235	13,377	11,781	19,614	811	21,534	100.0	68.5	8.5	7.5	12.5	0.5	0.5	12.5					
2016-17	181,357	107,444	14,070	12,493	20,345	747	22,092	100.0	67.5	8.8	7.8	12.8	0.5	0.5	12.8					
2017-18	183,734	107,237	14,230	13,225	20,693	707	23,152	100.0	66.8	8.9	8.2	12.9	0.4	0.4	12.9					
2018-19	187,577	107,570	15,119	14,145	21,035	721	23,897	100.0	65.7	9.2	8.6	12.9	0.4	0.4	12.9					
2019-20	190,133	107,823	15,719	14,865	21,609	674	23,965	100.0	64.9	9.5	8.9	13.0	0.4	0.4	13.0					
2020-21	194,059	108,082	17,041	16,465	22,533	690	23,479	100.0	63.4	10.0	9.7	13.2	0.4	0.4	13.2					
Males																				
1976-77	72,209 (2)	62,977	2,338	1,216	1,311	182	3,685	100.0	92.6	3.4	1.8	1.9	0.3	0.3	3.4					
1980-81	85,567 (4)	74,574	2,206	1,388	1,589	223	3,923	100.0	91.8	3.4	2.1	2.4	0.4	0.4	3.4					
1990-91	94,262	81,812	1,991	1,855	3,038	196	8,74	100.0	87.4	3.6	3.3	5.4	0.4	0.4	5.4					
1999-2000	64,930	45,308	2,762	2,602	5,467	333	8,458	100.0	80.2	4.9	4.6	9.7	0.6	0.6	9.7					
2000-01	64,171	44,131	2,655	2,564	5,759	346	8,716	100.0	79.5	4.8	4.5	10.4	0.6	0.6	10.4					
2006-07	71,311	46,215	3,223	3,037	6,449	421	11,966	100.0	77.9	5.4	5.1	10.9	0.7	0.7	10.9					
2007-08	73,340	49,118	3,291	3,139	6,516	447	11,829	100.0	78.2	5.4	5.1	10.6	0.7	0.7	10.6					
2008-09	75,674	49,880	3,531	3,388	6,914	460	11,501	100.0	77.7	5.5	5.3	10.8	0.7	0.7	10.8					
2009-10	76,610	50,707	3,609	3,642	7,184	430	11,038	100.0	77.3	5.5	5.6	11.0	0.7	0.7	11.0					
2010-11	79,672	51,668	3,838	3,990	7,545	557	11,600	100.0	75.9	5.6	5.9	11.1	0.7	0.7	11.1					
2011-12	82,670	53,488	4,121	4,218	7,792	418	11,932	100.0	75.6	5.8	6.0	11.0	0.6	0.6	11.0					
2012-13	85,080	54,196	4,310	4,473	8,190	400	12,426	100.0	74.6	6.1	6.2	11.3	0.6	0.6	11.3					
2013-14	85,585	53,374	4,510	4,788	8,270	365	12,981	100.0	73.5	6.2	6.6	11.4	0.5	0.5	11.4					
2014-15	84,922	52,059	4,664	5,011	8,330	410	12,960	100.0	72.4	6.2	7.0	11.6	0.6	0.6	11.6					
2015-16	84,240	50,694	4,564	5,122	8,632	371	13,139	100.0	71.3	6.4	7.2	12.1	0.5	0.5	12.1					
2016-17	84,589	50,002	4,794	5,421	8,906	307	13,439	100.0	70.2	6.7	7.6	12.5	0.4	0.4	12.5					
2017-18	85,389	49,355	4,951	5,838	8,971	309	13,902	100.0	69.3	6.9	8.2	12.5	0.4	0.4	12.5					
2018-19	85,771	48,818	5,076	6,054	9,208	262	14,495	100.0	68.4	7.1	8.4	12.6	0.4	0.4	12.6					
2019-20	85,220	47,675	5,145	6,187	9,208	262	14,495	100.0	67.4	7.3	8.7	13.0	0.4	0.4	13.0					
2020-21	85,367	47,091	5,519	6,657	9,416	280	14,114	100.0	66.1	7.7	9.3	13.2	0.4	0.4	13.2					
Females																				
1976-77	19,521 (3)	16,955	1,237	317	363	58	579	100.0	89.6	6.5	1.7	1.9	0.3	0.3	1.9					
1980-81	28,449	24,626	1,687	586	678	89	762	100.0	89.0	6.1	2.1	2.5	0.3	0.3	2.5					
1990-91	41,305	32,979	2,438	1,375	2,082	160	2,271	100.0	84.5	6.2	3.5	5.3	0.4	0.4	5.3					
1999-2000	53,806	37,676	4,316	3,749	5,215	359	3,794	100.0	75.3	9.6	4.9	10.4	0.7	0.7	10.4					
2000-01	55,414	38,190	4,380	2,640	5,828	359	4,017	100.0	74.3	8.5	5.1	11.3	0.7	0.7	11.3					
2006-07	73,393	48,010	6,148	3,539	8,278	496	6,912	100.0	72.2	9.2	5.3	12.5	0.7	0.7	12.5					
2007-08	75,850	49,583	6,160	3,794	8,524	485	7,174	100.0	71.8	9.0	5.5	12.6	0.7	0.7	12.6					
2008-09	78,890	51,520	6,657	4,109	8,926	518	7,160	100.0	71.8	9.3	5.7	12.4	0.7	0.7	12.4					
2009-10	81,980	53,712	6,804	4,403	9,376	522	7,123	100.0	71.8	9.1	5.9	12.5	0.7	0.7	12.5					
2010-11	84,155	54,302	7,096	4,672	9,533	493	7,365	100.0	70.7	9.2	6.1	12.4	0.6	0.6	12.4					
2011-12	87,547	55,877	7,673	5,005	10,104	497	7,521	100.0	69.8	9.6	6.3	12.6	0.6	0.6	12.6					
2012-13	89,946	56,563	7,775	5,635	10,216	500	7,902	100.0	68.9	9.5	6.9	12.5	0.6	0.6	12.5					
2013-14	92,002	56,783	8,111	5,877	10,848	496	8,218	100.0	67.8	9.7	7.0	12.9	0.6	0.6	12.9					
2014-15	93,626	56,845	8,808	6,252	10,856	474	8,399	100.0	66.7	10.3	7.3	12.7	0.6	0.6	12.7					
2015-16	93,894	56,541	8,813	6,659	10,982	440	8,395	100.0	66.1	10.3	7.8	12.8	0.5	0.5	12.8					
2016-17	96,708	57,442	9,276	7,072	11,439	440	8,653	100.0	65.2	10.5	8.0	13.0	0.5	0.5	13.0					
2017-18	98,345	57,682	9,279	7,387	11,722	398	8,628	100.0	64.7	10.4	8.3	13.2	0.4	0.4	13.2					
2018-19	101,806	58,752	10,043	8,121	12,060	414	9,463	100.0	63.6	10.9	8.8	13.1	0.4	0.4	13.1					
2019-20	104,913	60,148	10,574	8,678	12,401	412	9,450	100.0	63.0	11.1	9.1	13.0	0.4	0.4	13.0					

2020-21	108,692	60,991	11,522	9,808	13,117	410	3,479	9,355	100.0	61.4	11.6	9.9	13.2	0.4	3.5
<p>Not available</p> <p>11 For years prior to 2010-11, the survey did not yet include the "two or more races" category, and each student could be counted in only one race category.</p> <p>12 Includes 300 males whose racial/ethnic group was not available.</p> <p>13 Includes 12 females whose racial/ethnic group was not available.</p> <p>14 Includes 714 males whose racial/ethnic group was not available.</p> <p>15 Includes 21 females whose racial/ethnic group was not available.</p> <p>NOTE: Data in this table represent the 50 states and the District of Columbia. Data are for postsecondary institutions participating in Title IV federal financial aid programs. Includes Ph.D., Ed.D., and comparable degrees at the doctoral level, as well as such degrees as M.D., D.D.S., and law degrees that were classified as first-professional degrees prior to 2010-11. Race categories exclude persons of Hispanic ethnicity. For 1989-90 and later years, reported racial/ethnic distributions of students by level of degree, field of study, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Detail may not sum to totals because of rounding. Some data have been revised from previously published figures.</p> <p>SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:91); and IPEDS Fall 2000 through Fall 2021, Completions component. (This table was prepared September 2022.)</p>															