

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 2023 (all faculty ranks) and November 2023 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, December 2023
- (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.

OCCUPATIONAL CATEGORY:		EEO 1 - Executive/Administrative												07/31/24																															
JOB TITLE:		All Titles												Statewide/National																															
FACTOR		TOTAL MALE				TOTAL FEMALE				WHITE MALE				WHITE FEMALE				BLACK MALE				BLACK FEMALE				HISPANIC MALE				HISPANIC FEMALE				AAIAN/NPI MALE				AAIAN/NPI 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	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		35.2	10	3.3	64.8	10	6.5	25.9	10	2.6	45.2	10	4.5	4.0	10	0.4	8.9	10	0.9	3.3	10	0.3	6.7	10	0.7	4.4	10	0.1	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0								
3. Promotable/Transferable Percentage		61.7	10	6.2	38.3	10	3.8	45.4	10	4.5	30	10	3.0	3.1	10	0.3	3.1	10	0.3	3.5	10	0.4	2.2	10	0.2	9.7	10	1.0	3.1	10	0.3	0	10	0.8	0	10	0.0								
4. Pop. in the LMA																																													
5. Client Pop. Figures																																													
6. Educ/Tech Tng Figures																																													
7. Other Source (Specify)		41.2	80	33.0	58.8	80	47.0	31.1	30	24.9	41.5	30	33.2	4.1	80	3.3	7.7	80	6.2	3.1	80	2.5	5.3	80	4.2	9.2	80	1.8	3.2	80	2.5	0.5	80	0.5	1.0	80	0.8								
8. Other Source (Specify)																																													
FINAL AVAILABILITY BASE PERCENTAGE							57.3		32.0		40.7		4.0		7.4							3.2		5.1												0.6		0.9							
Employment Data - Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)																																													
11-9030/0230		947350	333815		613535	245495	428570	37935	83960	31005	63595	13005	25150	12260																															
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	0	0	0	0	0	0	0	0							
Total		947350	333815		613535	245495	428570	37935	83960	31005	63595	13005	25150	12260																															
Percentage		100.0%	35.2%		64.8%	25.9%	45.2%	4.0%	8.9%	3.3%	6.7%	1.4%	2.7%	1.3%																															
Promotable/Transferable Pool - 07/31/2024																																													
Prof Non-Fac V & VI		43	21		22	18	17	2	1	1	3	0	1	0																															
Professor		184	119		65	85	51	5	6	7	2	22	6	0																															
Total		227	140		87	103	58	7	7	8	5	22	7	0																															
Percentage		100.0%	61.7%		38.3%	45.4%	30.0%	3.1%	3.1%	3.5%	2.2%	9.7%	3.1%	0																															
US Dept. Ed. National Center for Education Statistics, IPEDS, December 2023 - Management Table 314.40																																													
Management		267497	110305		157192	83304	111043	11040	20633	8273	14451	6177	8679	2686																															
Total		267497	110305		157192	83304	111043	11040	20633	8273	14451	6177	8679	2686																															
Percentage		100.0%	41.2%		58.8%	31.1%	41.5%	4.1%	7.7%	3.1%	5.3%	2.3%	3.2%	0.6%																															
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														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.												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.												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. 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 Fall 2023-Table 314.40: Management-December 2023																								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.																			

*AAIAN/NPI= ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
JOB TITLE: Professor

REPORTING DATE: 07/31/24
LABOR MARKET AREA: Statewide/National

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAH/NPI MALE		AAIAH/NPI 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	48.4	0.0	51.6	0.0	36.2	0.0	37.9	0.0	1.7	0.0	3.8	0.0	2.4	0.0	2.4	0.0	7.2	0.0	6.4	0.0	0.9	0.0	1.1	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	0.0	0.0
3. Promotable/Transferable Percentage	52.4	95.498	47.6	95.452	32.5	95.309	34.1	95.324	2.4	95.23	3.2	95.30	3.2	95.30	5.6	95.53	14.3	95.13.6	4.8	95.4.6	0.0	95.0.0	0.0	95.0.0
4. Pop. in the LMA																								
5. Client Pop. Figures																								
6. Educ/Tech Tng Figures																								
7. Other Source (Specify)	83.2	5	36.8	5	48.6	5	28.4	5	1.4	2.3	5	0.1	2.7	5	0.1	1.8	5	0.5	4.3	5	0.2	0.4	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)																							
SOC 251000/2205		19955		10295		7725		7555		755		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	
Total	9660	9660	7225	7555	7225	7555	485	485	1430	1285	175	215	175	215	175	215	175	215	175	215	175	215	
Percentage	48.4%	100.0%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	5.4%	0.9%	1.1%	0.9%	1.1%	0.9%	1.1%	0.9%	1.1%	0.9%	1.1%	0.9%	1.1%	
Promotable/Transferable Pool - 07/31/2024																							
Associate Professor	126	66	60	41	43	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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	126	66	60	41	43	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Percentage	100.0%	52.4%	47.6%	32.5%	34.1%	2.4%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Digest of Ed. Statistics, Table 315.20, November 2023: Professors																							
Professors	183570	116028	67542	89250	52171	4307	3513	4891	4891	16765	7868	815	664	815	664	815	664	815	664	815	664	815	664
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	183570	116028	67542	89250	52171	4307	3513	4891	4891	16765	7868	815	664	815	664	815	664	815	664	815	664	815	664
Percentage	100.0%	63.2%	36.8%	48.6%	28.4%	2.3%	1.9%	2.7%	2.7%	9.1%	4.3%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%

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, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	The hiring area is Nationwide 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.	The hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	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.	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, November 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 2 - Faculty Associate Professor

REPORTING DATE: 07/31/24
LABOR MARKET AREA: Statewide/National

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							
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF								
1. Employment data in the applicable LMA	48.4	5	2.4	51.6	5	2.6	36.2	5	1.8	37.9	5	1.9	1.7	5	0.1	3.8	5	0.2	2.4	5	0.1	2.4	5	0.1	7.2	5	0.4	6.4	5	0.3	0.9	5	0.0	1.1	5	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	1	0	0.0		
3. Promotable/Transferable Percentage	43.3	70	30.3	56.7	70	39.7	31.3	70	21.9	35.8	70	25.1	3	70	2.1	6	70	4.2	0	70	0.0	3	70	2.1	9	70	6.3	11.9	70	8.3	0	70	0.0	0	70	0.0		
4. Pop. in the LMA																																						
5. Client Pop. Figures																																						
6. Educ/Tech Trng Figures																																						
7. Other Source (Specify)	52	25	33.0	48	25	12.0	37.8	25	9.5	35	25	8.8	2.7	25	0.7	3.4	25	0.9	2.9	25	0.7	2.7	25	0.7	7.9	25	2.0	6.2	25	1.6	0.6	25	0.2	0.7	25	0.2		
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)		SOC 251000/2205		19955		10295		7555		345		485		485		1430		485		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	10295	7555	345	485	485	1430	485	485	1430	485	1285	175	215										
Percentage	100.0%	48.4%	51.6%	37.9%	1.7%	2.4%	2.4%	7.2%	2.4%	2.4%	7.2%	2.4%	6.4%	0.9%	1.3%										
Promotable/Transferable Pool - 07/31/2024	67	29	38	21	2	4	2	2	0	0	2	2	6	0	0										
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
Total	67	29	38	21	2	4	2	2	0	0	2	2	6	0	0										
Percentage	100.0%	43.3%	56.7%	31.3%	3.0%	6.0%	3.0%	3.0%	0	0	3.0%	3.0%	9.0%	0	0										
Digest of Ed. Statistics, Table 315.20, November 2023: Associate Professor	153827	79932	73895	58080	4224	5291	4224	4224	4515	4131	4131	4224	12218	895	1010										
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
Total	153827	79932	73895	58080	4224	5291	4224	4224	4515	4131	4131	4224	12218	895	1010										
Percentage	100.0%	52.0%	48.0%	37.8%	2.7%	3.4%	2.7%	2.7%	2.9%	2.7%	2.7%	2.7%	7.9%	0.6%	0.7%										

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, CT Total, Post Secondary Teachers (251000/2205)	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.	5% value weight as associate 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			This data source is no longer used for the Affirmative Action Plan.
Promotable/Transferable	2022 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank (Does not include instructor)	Precise figures for computing racial and sexual composition of persons 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.	70% value weight. Value weight is higher for promotions due to the promotional and tenure process in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2023: Associate Professor	The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AAIAN/HP= ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 2 - Faculty Assistant Professor (including instructor)
 REPORTING DATE: 07/31/24
 LABOR MARKET AREA: Statewide/national

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		ASIAN/INDIAN*		ASIAN/INDIAN* FEMALE		TWO OR MORE		TWO OR MORE FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF							
1. Employment data in the applicable LMA	48.4	30	4.8	51.6	10	5.2	36.2	10	3.8	37.9	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	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	
4. Pop. in the LMA																															
5. Client Pop. Figures																															
6. Educ/Tech Trng. Figures																															
7. Other Source (Specify)	46.1	30	13.3	55.6	30	16.7	29.9	30	9.0	37.9	30	11.4	31.1	30	0.9	3.6	30	1.1	7.6	30	2.3	7.8	30	2.3	0.7	30	0.2	1.1	30	0.3	
8. Other Source (Specify)	40.9	60	24.5	59.2	60	35.5	35.6	60	21.9	36.5	60	21.9	33.3	60	2.4	5.9	60	3.5	5.3	60	3.3	7.7	60	4.6	1.4	60	0.6	2.1	60	1.3	
FINAL AVAILABILITY BASE PERCENTAGE			47.6			57.4			37.1		3.1		6.3		3.5		4.8											1.1		1.7	

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

FACTOR	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
50C 251000/2205	19955			10295			7555			345			755			485			1490			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	0	0	0	0	0	0
Total	19955			10295			7555			345			755			485			1490			1285			175			215		
Percentage	100.0%			51.6%			37.9%			1.7%			3.8%			2.4%			7.2%			6.4%			0.9%			1.1%		
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	0	0	0	0	0	0	0
Percentages	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Digest of Ed. Statistics, Table 315.20, November 2023, Assistant Professor	156020			69225			59075			4797			8106			5663			11833			12177			1160			1774		
Assistant Professors	156020			69225			59075			4797			8106			5663			11833			12177			1160			1774		
Total	156020			69225			59075			4797			8106			5663			11833			12177			1160			1774		
Percentage	100.0%			44.4%			37.9%			3.1%			5.2%			3.8%			7.6%			7.6%			0.7%			1.1%		
Digest of Ed. Statistics, Table 324.20, Doctoral Degrees, November 2023	178546			105782			65131			5852			12638			10437			9790			13787			2533			3689		
National Data	178546			105782			65131			5852			12638			10437			9790			13787			2533			3689		
Total	178546			105782			65131			5852			12638			10437			9790			13787			2533			3689		
Percentage	100.0%			48.8%			36.5%			3.3%			7.1%			5.9%			5.5%			7.7%			1.4%			2.1%		

REASONS FOR WEIGHTING THE FACTOR:

FACTOR	REASON FOR SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASON FOR SELECTION: BASIS OF SELECTION:	REASON FOR SELECTION: 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.	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	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.	N/A	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20, Assistant Professor, Fall 2023. Table prepared November 2023.	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	30% value weight. 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 2021-2022 data. Table was prepared November 2023.	The hiring area is nationwide for this job category. Most positions are filled by candidates who currently possess their terminal degrees; most often a Ph.D. in a related field.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*ASIAN/INDIAN - ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:		EEO 3 - Professional Non-Faculty												07/31/24																
JOB TITLE:		All Titles												Statewide/National																
REPORTING DATE:		LABOR MARKET AREA:																												
FACTOR	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AA/AN/HP MALE	AA/AN/HP FEMALE	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	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	38.1	30	11.4	61.9	30	18.6	29.2	30	3.6	50.3	30	15.1	3.2	30	1.0	3.0	1.6	1.5	30	0.5	1.9	30	0.6	3.1	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	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)	40.4	70	28.3	59.6	70	41.7	28.2	70	19.7	39	70	27.3	3.8	70	2.7	6.8	70	4.6	3.7	70	2.6	5.9	70	4.1	0.8	70	0.6	1.3	70	0.9
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE	35.7		60.3	28.5		42.4	3.7		5.9		6.2		3.1		4.7		0.9		1.1											
Employment Data - 2014-20108 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)																														
11-9030/0230	13949	5315	8634	4070	7020	535	445	730	205	264	155	85																		
Total	13949	5315	8634	4070	7020	535	445	730	205	264	155	85																		
Percentage	100.0%	38.1%	61.9%	29.2%	50.3%	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																		
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																		
US Dept. Ed. National Center for Education Statistics, IPEDS: Professional Staff (Non-Faculty)																														
230878	61528	169350	42613	111057	20908	6206	6785	19523	4763	14874	1161	3488																		
221503	129958	91545	91483	57564	7755	8426	11964	9061	15490	15116	2595	2045																		
195462	83776	111686	60236	75948	13206	11098	7447	13315	3265	6342	1730	2875																		
105364	28742	76622	18209	49337	9201	2547	2968	7935	4455	8789	563	1346																		
753207	304004	449203	212541	293906	51074	28277	29164	49854	27973	44615	6049	9754																		
Percentage	100.0%	40.4%	59.6%	28.2%	39.0%	6.8%	3.8%	6.6%	3.7%	5.9%	0.8%	1.3%																		
REASONS FOR WEIGHTING THE FACTOR:																														
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.																														
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.																														
BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:																														
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.																														
SOURCE CONSULTED:																														
2014-2018 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)																														
Employment data in the Applicable Labor Market Area																														
Unemployment in Applicable Labor Market Area																														
Promotable/Transferable																														
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.																														
OTHER SOURCE - IPEDS 2022																														
US Dept. Ed. National Center for Education Statistics, IPEDS, December 2023: Table 314.40. Bus & Fin Operations, Comp, Eng & Science, Comm, Soc Svc, Legal, Arts, Design, Entertainment, Sports & Media, & Healthcare Practitioners & Techs.																														

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: JOB TITLE:	EEO 5 - Technical/Paraprofessional All Titles												REPORTING DATE: LABOR MARKET AREA:																																
	TOTAL MALE				TOTAL FEMALE				WHITE MALE				WHITE FEMALE				BLACK MALE				BLACK FEMALE				HISPANIC MALE				HISPANIC FEMALE				AA/IAN/HNPI MALE				AA/IAN/HNPI FEMALE				TWO OR MORE				
FACTOR	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF			
1. Employment data in the applicable LMA	268	100	268	73.2	100	73.2	174	100	174	49.3	100	49.3	9.8	100	9.8	11.1	100	11.1	3.6	100	3.6	8.9	100	8.9	1.7	100	1.7	2.2	100	2.2	0.2	100	0.2	1.7	100	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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	0.0	0	0.0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	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	0.0	0	0.0	0.0	0	0.0	0.0	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																																													

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	2464	850	1790	335	155	295	80	40	4
SOC 43-9000/5810	10754	2705	8049	1650	5290	1265	955	985	165	274	235
Total	14353	3840	10513	2500	7080	1600	510	1280	245	314	239
Percentage	100.0%	26.8%	73.2%	17.4%	49.3%	11.1%	3.8%	8.9%	1.7%	2.2%	1.7%
Promotable/Transferable Pool	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	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
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:												REASONS FOR WEIGHTING THE FACTOR:											
	EEO Data Tool, Hartford County LMA, Library Technicians (25-XXXX/2350) and Other Office and Admin Support Workers (43-9000/5810)												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.											
Employment data in the Applicable Labor Market Area	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.												This data source was not used for this Affirmative Action Plan.											
Unemployment in Applicable Labor Market Area	N/A												N/A											
Promotable/Transferable	There is no promotable/transferable pool identified												N/A											
OTHER SOURCE																								

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

EEO 6 - Skilled Crafts
All Titles

REPORTING DATE: 07/31/24
LABOR MARKET AREA: Hartford County

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		
	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	98.2	80	78.6	1.8	80	1.4	51.5	80	41.2	1.2	80	1.0	8.0	80	6.4	0.3	80	0.2	0.0	80	0.0	0.0	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	0.0
3. Promotable/Transferable Percentage	100.0	20	20.0	0.0	50.0	20	10.0	20	10.0	0.0	20	0.0	25.0	20	5.0	0.0	20	0.0	0.0	20	0.0	0.0	0.0
4. Pop. in the LMA																							
5. Client Pop. Figures																							
6. Educ/Tech Tng Figures																							
7. Other Source (Specify)	8.0	0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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																							0.6

Employment Data - 2014-2018 Census Hartford County: Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47-2111/6355

47-2150/6441	1070	0	1070	0	775	0	140	0	0	0	0	115	0	0	0	0	0	0	0	0	0	0	0
47-2031/6230	3695	105	2870	85	250	0	450	20	20	0	0	20	20	0	0	0	0	0	0	0	0	0	0
47-2111/6355	2315	20	2295	0	1835	0	280	0	0	0	0	165	0	0	0	0	0	0	0	0	0	0	0
Total	7080	125	6955	85	3645	85	390	0	0	0	0	565	20	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	1.8%	98.2%	1.2%	51.5%	1.2%	5.5%	0	0	0	0	8.0%	0.3%	0	0	0	0	0	0	0	0	0	0
Promotable/Transferable Pool - 07/31/2024																							
General Trades Workers	4	0	4	0	2	0	1	0	0	0	0	1	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	4	0	4	0	2	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0	100.0%	0	50.0%	0	25.0%	0	0	0	0	25.0%	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, Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47-2111/6355	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.	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.
Unemployment in Applicable Labor Market Area			
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: General Trades Workers	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	20% value weight. Most positions in this category are filled through hires. However, an occasional promotion can occur from general trades workers.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
 JOB TITLE: Custodian
 REPORTING DATE: 07/31/24
 LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIAN/PII MALE		AAIAN/PII 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	56.4	100	56.4	100	26.8	100	16.2	100	9.1	100	5.3	100	38.6	100	20.1	100	0.5	100	0.9	100	1.3	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
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
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
8. Other Source (Specify)																						
FINAL AVAILABILITY BASE PERCENTAGE	56.4		43.6		26.8		16.2		9.1		5.3		38.6		20.1		0.5		0.9		1.3	

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

37-2010/4220	11230	6330	4900	3005	1815	1025	600	2090	2255	100	150	130
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	11230	6330	4900	3005	1815	1025	600	2090	2255	100	150	130
Percentage	100.0%	56.4%	43.6%	26.8%	16.2%	9.1%	5.3%	18.6%	20.1%	0.9%	1.3%	1.2%
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

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	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

NCAA Coaching Data (2023 - Division II Figures)

HEAD COACHES	Total	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Baseball Mens	260	260	0	230		8		15		7	
Basketball Mens	307	307	0	228		63		7		9	
Basketball Womens	320	156	164	108	114	33	34	10	9	5	7
Cross County Mens	280	248	32	193	21	40	10	10		5	1
Field Hockey Womens	42	3	39	2	34		3		1	1	1
Football Mens	170	170	0	122		39		4		5	
Golf Mens	219	209	10	183	6	11		4		11	4
Golf Womens	200	159	41	146	37	2		3	1	8	3
Lacrosse Women's	114	26	88	23	83	3	2		1		2
Soccer Mens	208	208	0	161		9		12		26	
Soccer Womens	265	182	83	148	72	10	2	8	1	16	8
Softball Womens	286	92	194	74	165	9	10	6	5	3	14
Swimming Mens	79	64	15	57	14	1		3	1	3	
Swimming Womens	106	82	24	74	22	1		3	1	4	1
Track Indoor Mens	193	172	21	131	15	35	6	3		3	
Track Indoor Womens	218	186	32	140	21	39	10	3		4	1
Track Outdoor Mens	236	207	29	156	18	42	10	6		3	1
Track Outdoor Womens	267	220	47	164	27	46	16	6	1	4	3
Volleyball Womens	299	149	150	121	112	9	19	4	9	15	10
ASSISTANT COACHES											
Baseball Mens	641	641	0	534		28		43		36	
Basketball Mens	665	664	1	371		244	1	17		32	
Basketball Womens	525	176	349	94	201	67	132	10	9	5	7
Cross County Mens	282	185	97	134	63	36	17	8	8	7	9
Field Hockey Womens	58	3	55	3	48		2		1		4
Football Mens	1,231	1,223	8	721	5	428	1	26	1	48	1
Golf Mens	149	123	26	99	15	6		4	3	14	8
Golf Womens	132	90	42	78	33	2		4	3	6	6
Lacrosse Women's	142	26	116	21	109	2	5	1		2	2
Soccer Mens	388	384	4	209	3	28		67		80	1
Soccer Womens	426	225	201	144	170	19	8	25	14	37	9
Softball Womens	448	138	310	110	251	9	16	6	19	13	24
Swimming Mens	142	85	57	74	49	4	1	3	4	4	3
Swimming Womens	165	91	74	77	65	5	1	3	4	6	4
Track Indoor Mens	531	391	140	272	88	93	35	4	7	22	10
Track Indoor Womens	593	429	164	302	100	100	43	4	9	23	12
Track Outdoor Mens	634	468	166	309	103	113	43	22	10	24	10
Track Outdoor Womens	686	494	192	329	116	118	53	21	10	26	13
Volleyball Womens	417	142	275	100	205	6	29	13	13	23	28
Total	12,324	9,078	3,246	6,442	2,385	1,708	509	388	145	540	207
Percentage	100.0%	73.7%	26.3%	52.3%	19.4%	13.9%	4.1%	3.1%	1.2%	4.4%	1.7%

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2022

Sex, employment status, control and level of institution, and primary occupation	American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and Two or more races									White	Race/ethnicity unknown	Nonresident\ 1\
	Total	Total	Percent\ 2\	American Indian/Alaska Native	Asian	Black	Hispanic	Pacific Islander	Two or more races			
1	2	3	4	5	6	7	8	9	10	11	12	13
All institutions	3,880,322	1,104,995	31.8	19,218	283,219	379,129	349,422	7,488	66,519	2,373,021	176,513	225,793
(instruction/research/public	1,507,641	368,475	26.9	6,602	133,072	112,055	93,538	2,599	20,529	999,329	79,870	59,967
Instruction	1,377,442	336,518	26.5	6,337	115,791	106,667	86,562	2,467	18,694	935,727	73,758	31,439
Research	96,598	22,384	34.9	195	13,120	2,885	4,794	79	1,311	41,789	4,857	27,568
Public service	33,601	9,573	30.5	150	4,161	2,503	2,182	53	524	21,813	1,255	960
Graduate assistants	398,862	88,419	36.5	914	31,744	18,292	27,453	396	9,620	153,778	21,453	135,212
archivists	37,664	8,461	23.4	219	2,049	2,751	2,715	75	652	27,742	1,203	258
Student and academic affairs and other education services	172,400	54,732	33.4	1,267	7,431	22,789	19,182	485	3,578	109,063	6,648	1,957
Management	276,746	73,150	27.3	1,367	13,028	31,673	22,424	461	4,197	194,347	7,833	1,416
operations	241,520	77,208	33.4	1,217	17,401	27,114	26,308	519	4,649	153,670	8,577	2,065
science	245,364	72,456	32.7	1,050	29,177	16,185	21,025	379	4,640	149,047	9,572	14,289
legal, arts, design, entertainment, sports, and media	205,838	59,278	30.3	1,170	7,768	24,304	20,762	669	4,605	136,184	8,887	1,489
technicians	115,166	37,818	35.9	324	12,778	11,748	10,923	136	1,909	67,546	6,178	3,624
Service occupations	221,083	102,196	48.9	1,861	9,053	47,499	39,866	678	3,239	106,758	10,036	2,093
Sales and related occupations	10,683	3,993	39.7	97	370	1,829	1,318	44	335	6,071	569	50
support	362,015	135,491	39.1	2,274	17,332	53,560	54,078	824	7,423	211,414	12,117	2,993
natural resources, construction, and maintenance	67,986	17,334	26.7	623	1,470	6,519	7,701	165	856	47,505	2,860	287
production, transportation, and material moving	17,354	5,984	36.2	153	546	2,811	2,129	58	287	10,567	710	93
Male	1,708,740	446,421	29.8	8,010	129,793	139,662	139,823	3,289	25,844	1,050,823	82,198	129,298
(instruction/research/public	731,113	169,707	25.8	2,978	69,913	43,158	43,923	1,158	8,577	486,912	38,865	35,629
Instruction	661,867	154,283	25.4	2,855	60,640	41,138	40,761	1,089	7,800	453,814	35,741	18,029
Research	53,582	11,268	33.1	76	7,212	1,155	2,207	46	572	22,739	2,530	17,045
Public service	15,664	4,156	28.6	47	2,061	865	955	23	205	10,359	594	555
Graduate assistants	196,558	38,563	35.8	372	15,263	6,812	11,927	187	4,002	69,092	10,252	78,651
archivists	11,266	2,299	21.3	56	512	652	901	20	158	8,496	382	89
other education services	53,306	16,258	32.4	374	2,386	6,511	5,757	187	1,043	33,885	2,356	807
Management	114,505	27,001	24.5	536	5,424	11,040	8,273	217	1,511	83,304	3,514	686
operations	64,945	18,915	30.7	314	4,301	6,206	6,785	148	1,161	42,613	2,765	652
science	143,475	38,475	29.6	601	14,646	8,426	11,964	243	2,595	91,483	5,450	8,067
legal, arts, design, entertainment, sports, and media	88,771	23,540	28.1	458	2,491	11,098	7,447	316	1,730	60,236	4,337	658
technicians	32,801	10,533	36.6	82	4,331	2,547	2,968	42	563	18,209	2,244	1,815
Service occupations	124,707	53,357	45.2	1,130	4,566	25,673	19,800	393	1,795	64,780	5,647	923
Sales and related occupations	3,536	1,202	36.1	30	116	545	391	22	98	2,132	180	22
support	67,346	26,362	41.7	395	4,124	9,147	10,900	158	1,638	36,927	3,050	1,007
and maintenance	62,217	15,480	26.0	561	1,259	5,721	7,029	152	758	43,947	2,568	222
material moving	14,194	4,729	34.9	123	461	2,126	1,758	46	215	8,807	588	70
Female	2,171,582	658,574	33.2	11,208	153,426	239,467	209,599	4,199	40,675	1,322,198	94,315	96,495
(instruction/research/public	776,528	198,768	27.9	3,704	63,159	68,897	49,615	1,441	11,952	512,417	41,005	24,338
Instruction	715,575	182,235	27.4	3,482	55,151	65,529	45,801	1,378	10,894	481,913	38,017	13,410
Research	43,016	11,116	36.8	119	5,908	1,730	2,587	33	739	19,050	2,327	10,523
Public service	17,937	5,417	32.1	103	2,100	1,638	1,227	30	319	11,454	661	405
Graduate assistants	202,304	49,856	37.1	542	16,481	11,480	15,526	209	5,618	84,686	11,201	56,561
archivists	26,398	6,162	24.3	163	1,537	2,099	1,814	55	494	19,246	821	169
other education services	119,094	38,474	33.9	893	5,045	16,278	13,425	298	2,535	75,178	4,292	1,150
Management	162,241	46,149	29.4	831	7,604	20,633	14,151	244	2,686	111,043	4,319	730
operations	176,575	58,293	34.4	903	13,100	20,908	19,523	371	3,488	111,057	5,812	1,413
science	101,889	33,981	37.1	449	14,531	7,759	9,061	136	2,045	57,564	4,122	6,222
legal, arts, design, entertainment, sports, and media	117,067	35,738	32.0	712	5,277	13,206	13,315	353	2,875	75,948	4,550	831
technicians	82,365	27,285	35.6	242	8,447	9,201	7,955	94	1,346	49,337	3,934	1,809
Service occupations	96,376	48,839	53.8	731	4,487	21,826	20,066	285	1,444	41,978	4,389	1,170
Sales and related occupations	7,147	2,791	41.5	67	254	1,284	927	22	237	3,939	389	28
support	294,669	109,129	38.5	1,079	13,208	44,413	43,178	666	5,785	174,487	9,067	1,986
and maintenance	5,769	1,854	34.3	62	211	798	672	13	98	3,558	292	65

Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2020, fall 2021, and fall 2022

Year, sex, and academic rank	Total	American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and Two or more races								White	Race/ethnicity unknown	Nonresident
		Total	Percent\2\	American Indian/Alaska Native	Asian	Black	Hispanic	Pacific Islander	Two or more races			
1	2	3	4	5	6	7	8	9	10	11	12	13
2022												
Total	842,407	209,791	27.6	3,338	96,128	49,454	48,668	1,171	11,032	550,316	29,987	52,313
Professors	189,362	42,149	23.0	575	23,842	7,820	8,217	216	1,479	141,421	3,948	1,844
professors	162,239	41,891	27.2	597	20,980	9,515	8,646	248	1,905	111,936	4,997	3,415
professors	178,425	50,350	32.3	691	23,165	12,903	10,403	254	2,934	105,670	8,551	13,854
Instructors	94,296	24,375	27.5	698	6,004	7,299	8,677	233	1,464	64,209	3,601	1,911
Lecturers	47,017	10,394	24.0	157	3,400	2,489	3,632	39	677	32,929	1,774	1,920
Other faculty	171,068	40,632	30.1	620	18,737	9,428	9,093	181	2,573	94,151	6,916	29,369
Male	434,408	104,561	27.0	1,553	53,413	20,477	23,685	539	4,894	282,700	15,428	31,719
Professors	119,908	26,778	23.1	306	16,342	4,307	4,891	117	815	89,250	2,572	1,308
Associate professors	84,864	21,852	27.3	297	11,816	4,224	4,515	105	895	58,080	2,788	2,144
Assistant professors	81,427	22,630	32.7	273	11,542	4,797	4,740	118	1,160	46,595	4,082	8,120
Instructors	40,245	9,933	26.5	341	2,467	2,625	3,805	94	601	27,612	1,642	1,058
Lecturers	20,577	4,235	22.6	72	1,315	1,055	1,488	17	288	14,530	829	983
Other faculty	87,387	19,133	29.1	264	9,931	3,469	4,246	88	1,135	46,633	3,515	18,106
Female	407,999	105,230	28.2	1,785	42,715	28,977	24,983	632	6,138	267,616	14,559	20,594
Professors	69,454	15,371	22.8	269	7,500	3,513	3,326	99	664	52,171	1,376	536
Associate professors	77,375	20,039	27.1	300	9,164	5,291	4,131	143	1,010	53,856	2,209	1,271
Assistant professors	96,998	27,720	31.9	418	11,623	8,106	5,663	136	1,774	59,075	4,469	5,734
Instructors	54,051	14,442	28.3	357	3,537	4,674	4,872	139	863	36,597	2,159	853
Lecturers	26,440	6,159	25.1	85	2,085	1,434	2,144	22	389	18,399	945	937
Other faculty	83,681	21,499	31.2	356	8,806	5,959	4,847	93	1,438	47,518	3,401	11,263

\1Race/ethnicity not collected.

\2Combined total of faculty who were American Indian/Alaska Native, Asian, Black, Hispanic, Pacific Islander, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident.

NOTE: Data in this table represent the 50 states and the District of Columbia. Only instructional faculty were classified by academic rank. Those who were primarily research or public service faculty, as well as faculty without ranks, appear under "other faculty." Data are for degree-granting institutions and U.S. service academies. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Human Resources component Fall Staff section, Spring 2021 through Spring 2022 (final data) and Spring 2023 (provisional data). (This table was prepared November 2023.)

Table 324.20. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected academic years, 1976-77 through 2021-22

Sex and year	Asian/Pacific Islander					Hispanic					White					Two or more races					
	Total	Indian/Alaska Native	Asian	Islander	Pacific Islander	Total	Black	Hispanic	Other	Two or more races	Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other	
1976-77	91,730	12,311	1,674	2,267	3,253	1,533	3,575	79,932	4,264	1.6	4,264	100.0	0.3	1.9	4.1	1.6	81.9	1.8	1.8	1.8	1.8
1977-78	86,016	14,315	3,853	2,267	3,253	1,924	3,853	84,200	4,665	2.1	4,665	100.0	0.3	2.4	4.2	2.1	90.9	2.1	2.1	2.1	2.1
1978-79	81,781	13,736	4,429	2,267	3,253	3,210	4,429	81,781	4,781	3.4	4,781	100.0	0.4	5.4	4.7	3.4	86.2	3.4	3.4	3.4	3.4
1979-80	82,994	13,736	5,042	2,267	3,253	3,210	5,042	82,994	5,284	6.4	5,284	100.0	0.7	10.0	6.6	4.7	77.9	6.6	6.6	6.6	6.6
2000-01	119,585	17,597	7,059	2,267	3,253	7,059	7,059	119,585	12,733	10.7	12,733	100.0	0.7	10.8	6.6	4.9	77.0	10.7	10.7	10.7	10.7
2007-08	149,180	15,170	9,451	2,267	3,253	9,451	9,451	149,180	19,003	12.7	19,003	100.0	0.7	11.7	7.3	5.3	75.0	12.7	12.7	12.7	12.7
2008-09	154,564	15,840	10,188	2,267	3,253	10,188	10,188	154,564	19,661	12.7	19,661	100.0	0.7	11.7	7.3	5.3	74.6	12.7	12.7	12.7	12.7
2009-10	156,590	16,120	10,413	2,267	3,253	10,413	10,413	156,590	19,861	12.7	19,861	100.0	0.7	11.7	7.3	5.3	74.4	12.7	12.7	12.7	12.7
2010-11	160,413	16,420	10,654	2,267	3,253	10,654	10,654	160,413	19,961	12.4	19,961	100.0	0.7	11.7	7.3	5.3	74.4	12.4	12.4	12.4	12.4
2011-12	170,217	17,898	11,794	2,267	3,253	11,794	11,794	170,217	20,353	11.9	20,353	100.0	0.6	11.9	7.8	6.0	72.5	11.9	11.9	11.9	11.9
2012-13	175,026	18,026	12,085	2,267	3,253	12,085	12,085	175,026	20,328	11.4	20,328	100.0	0.6	11.4	7.8	6.0	72.5	11.4	11.4	11.4	11.4
2013-14	177,587	18,118	12,621	2,267	3,253	12,621	12,621	177,587	20,328	11.3	20,328	100.0	0.6	11.3	7.8	6.0	72.5	11.3	11.3	11.3	11.3
2014-15	178,548	18,872	13,272	2,267	3,253	13,272	13,272	178,548	20,328	11.1	20,328	100.0	0.6	11.1	7.8	6.0	72.5	11.1	11.1	11.1	11.1
2015-16	181,234	19,624	13,377	2,267	3,253	13,377	13,377	181,234	20,328	11.4	20,328	100.0	0.5	11.4	8.5	7.5	68.5	11.4	11.4	11.4	11.4
2016-17	184,357	20,037	14,070	2,267	3,253	14,070	14,070	184,357	20,328	10.9	20,328	100.0	0.5	10.9	8.8	6.5	67.5	10.9	10.9	10.9	10.9
2017-18	183,734	20,378	14,230	2,267	3,253	14,230	14,230	183,734	20,328	11.1	20,328	100.0	0.4	11.1	8.8	6.5	67.5	11.1	11.1	11.1	11.1
2018-19	187,577	21,035	14,445	2,267	3,253	14,445	14,445	187,577	20,328	10.8	20,328	100.0	0.4	10.8	8.8	6.5	66.8	10.8	10.8	10.8	10.8
2019-20	190,133	21,609	14,665	2,267	3,253	14,665	14,665	190,133	20,328	10.7	20,328	100.0	0.4	10.7	8.8	6.5	66.8	10.7	10.7	10.7	10.7
2020-21	194,052	22,254	14,885	2,267	3,253	14,885	14,885	194,052	20,328	10.5	20,328	100.0	0.4	10.5	8.8	6.5	66.8	10.5	10.5	10.5	10.5
2021-22	205,884	22,577	15,490	2,267	3,253	15,490	15,490	205,884	20,328	10.2	20,328	100.0	0.4	10.2	8.8	6.5	66.8	10.2	10.2	10.2	10.2
Males																					
1976-77	72,209	12,111	1,216	2,338	3,485	1,216	2,338	69,977	3,485	4.8	3,485	100.0	0.3	1.9	3.4	1.8	92.6	4.8	4.8	4.8	4.8
1977-78	68,567	13,411	1,338	2,206	3,485	1,338	2,206	66,331	3,823	5.6	3,823	100.0	0.3	2.4	3.6	2.1	91.8	5.6	5.6	5.6	5.6
1978-79	64,242	13,038	1,835	1,991	3,485	1,835	1,991	62,407	4,372	7.0	4,372	100.0	0.4	5.4	3.6	2.1	91.8	7.0	7.0	7.0	7.0
1979-80	66,930	13,736	2,602	2,762	3,485	2,602	2,762	64,328	4,598	6.9	4,598	100.0	0.5	9.7	4.9	2.5	90.2	6.9	6.9	6.9	6.9
2000-01	84,171	15,759	2,655	2,655	3,485	2,655	2,655	81,516	4,861	5.7	4,861	100.0	0.6	10.4	4.8	4.5	79.5	5.7	5.7	5.7	5.7
2007-08	73,300	15,516	3,281	3,281	3,485	3,281	3,281	70,019	4,736	6.5	4,736	100.0	0.6	10.4	4.8	4.5	78.2	6.5	6.5	6.5	6.5
2008-09	75,674	16,120	3,388	3,388	3,485	3,388	3,388	72,286	4,800	6.4	4,800	100.0	0.7	10.6	5.4	5.1	78.2	6.4	6.4	6.4	6.4
2009-10	76,610	16,420	3,609	3,609	3,485	3,609	3,609	72,999	4,880	6.4	4,880	100.0	0.7	10.6	5.4	5.1	77.7	6.4	6.4	6.4	6.4
2010-11	79,672	17,379	3,838	3,838	3,485	3,838	3,838	75,834	5,042	6.4	5,042	100.0	0.7	10.6	5.4	5.1	77.3	6.4	6.4	6.4	6.4
2011-12	82,676	18,121	4,121	4,121	3,485	4,121	4,121	78,555	5,284	6.4	5,284	100.0	0.7	10.6	5.4	5.1	77.3	6.4	6.4	6.4	6.4
2012-13	85,080	18,872	4,472	4,472	3,485	4,472	4,472	80,608	5,526	6.4	5,526	100.0	0.7	10.6	5.4	5.1	77.3	6.4	6.4	6.4	6.4
2013-14	85,585	19,624	4,800	4,800	3,485	4,800	4,800	80,785	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2014-15	84,942	19,199	4,664	4,664	3,485	4,664	4,664	79,278	5,674	6.6	5,674	100.0	0.6	11.3	5.7	5.1	76.6	6.6	6.6	6.6	6.6
2015-16	84,240	19,632	4,491	4,491	3,485	4,491	4,491	79,749	5,754	6.7	5,754	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2016-17	85,369	19,792	4,794	4,794	3,485	4,794	4,794	80,575	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2017-18	85,369	19,792	4,794	4,794	3,485	4,794	4,794	80,575	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2018-19	85,771	19,792	4,794	4,794	3,485	4,794	4,794	80,977	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2019-20	85,771	19,792	4,794	4,794	3,485	4,794	4,794	80,977	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2020-21	85,363	19,792	4,794	4,794	3,485	4,794	4,794	80,575	5,785	6.7	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.7	6.7	6.7	6.7
2021-22	87,772	19,792	4,794	4,794	3,485	4,794	4,794	82,978	5,785	6.6	5,785	100.0	0.6	11.3	5.7	5.1	76.6	6.6	6.6	6.6	6.6
Females																					
1976-77	19,521	1,199	1,216	1,216	1,199	1,216	1,216	18,315	1,309	6.6	1,309	100.0	0.3	1.9	1.7	89.6	6.6	6.6	6.6	6.6	
1977-78	18,443	1,199	1,199	1,199	1,199	1,199	1,199	17,244	1,245	7.2	1,245	100.0	0.3	2.5	1.7	89.6	7.2	7.2	7.2	7.2	
1978-79	18,443	1,199	1,199	1,199	1,199	1,199	1,199	17,244	1,245	7.2	1,245	100.0	0.3	2.5	1.7	89.6	7.2	7.2	7.2	7.2	
1979-80	18,443	1,199	1,199	1,199	1,199	1,199	1,199	17,244	1,245	7.2	1,245	100.0	0.3	2.5	1.7	89.6	7.2	7.2	7.2	7.2	
2000-01	55,414	5,828	4,316	4,316	3,485	4,316	4,316	51,098	6,769	13.1	6,769	100.0	0.7	11.3	8.1	75.3	13.1	13.1	13.1	13.1	
2007-08	75,850	8,654	6,160	6,160	3,485	6,160	6,160	70,654	9,194	12.2	9,194	100.0	0.7	12.6	9.0	72.2	12.2	12.2	12.2	12.2	
2008-09	75,850	8,654	6,160	6,160	3,485	6,160	6,160	70,654	9,194	12.2	9,194	100.0	0.7	12.6	9.0	72.2	12.2	12.2	12.2	12.2	
2009-10	75,850	8,654	6,160	6,160	3,485	6,160	6,160	70,654	9,194	12.2	9,194	100.0	0.7	12.6	9.0	72.2	12.2	12.2	12.2	12.2	
2010-11	75,850	8,654	6,160	6,160	3,485	6,160	6,160	70,654	9,194	12.2	9,194	100.0	0.7	12.6	9.0	72.2	12.2	12.2	12.2	12.2	
2011-12	75,850	8,654	6,160	6,160	3,485	6,160	6,160	70,654	9,194	12.2	9,194	100.0	0.7	12.6	9.0	72.2	12.2	12.2	12.2	12.2	
2012-13	75,850	8,654	6,160	6,160	3,485	6,160	6														