

EMPLOYMENT ANALYSES

Section 46a-68-86

This section of the plan presents a comprehensive review of the employment process for the purpose of identifying any employment practices that create or perpetuate underutilization of protected classes.

Separate statistical reporting of personnel activity has been conducted for each occupational category. The Employment Process Analysis, Applicant Flow, Personnel Evaluation Analysis Forms have been modified, if necessary, to reflect all activity which occurred during this reporting period. Three aspects of the employment process are examined:

1. Employment Process Analysis

The following statistical information/explanation has been utilized on Form 42A1:

- (a) **Promotions:** This data line is utilized to reflect only those promotions which occur from one EEO category to another EEO category.
- (b) **Promotions Within:** Promotions within each EEO category are listed at the end of each respective chart.
- (c) **Hires:** This data line includes new hires from outside and transfers from other state agencies to the University.
- (d) **Transfers:** Transfers within the University that are not promotions are recorded on this data line.
- (e) **Coding Corrections:** Coding errors are recorded on this line.
- (f) **Resignations:** Transfers to other state agencies are included on this data line.

2. Applicant Flow Analysis

The applicant flow analysis tracks applicants through the hiring or promotional process to determine the point at which they are no longer candidates for employment and was conducted for all EEO categories. As recommended by the CHRO, CCSU identified applicants on this analysis categories as follows:

- **Intra-Agency** included all applicants who came from within the University
- **Outside Agency** included all applicants from other state agencies and universities
- **Other Applicants** included all other applicants that were neither from the University or Connecticut State employees

Since the University conducts national searches for many of its administrative positions and all of its faculty positions, the **Other Applicant** category will contain the majority of the applicants.

Per the Affirmative Action regulations and guidelines, in 2017, CCSU has begun to conduct separate applicant flow analyses by hire and by promotion. When appropriate a further analysis will take place for positions resulting from statewide examinations (classified searches).

3. Personnel Evaluation Analysis

Performance appraisals which were conducted during this reporting period are recorded on this form.

Note:

1. 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.
2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. 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.
4. In the 2013 AA Plan review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding the 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.
5. In the 2016 submission, OEI, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four 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
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 1 - Executive Administrative
POSITION OR POSITION CLASSIFICATION: All Titles
LABOR MARKET AREA: Statewide/National

DATE: 7/31/2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	36	15	21	11	16	3	1	1	3	0	1	0	0
Workforce Number Prior Filing	34	15	19	9	14	5	2	1	2	0	0	0	1
Net Change(+or-)	2	0	2	2	-1	-2	-1	0	1	0	1	0	-1
HIRES (incl. PT to FT)	1	0	1	0	0	0	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	6	3	3	3	0	0	0	0	0	0	0	0	0
RACE CHANGED	1	0	1	0	0	0	0	0	1	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	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 INCREASES	8	3	5	3	3	0	0	0	1	0	1	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
CHANGED TO ANOTHER EEO CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	1	1	0	1	1	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	0	0	1	0	0	0	0	0	0
RACE CHANGED	1	0	1	0	0	0	0	0	0	0	0	0	1
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTRACT NON-RENEWAL	2	2	0	1	0	1	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	6	3	3	1	1	2	1	0	0	0	0	0	1
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Professor
 LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	184	119	65	85	51	5	6	7	2	22	6	0	0
Workforce Number Prior Filing	174	111	63	80	50	5	6	7	1	19	6	0	0
Net Change(+or-)	10	8	2	5	1	0	0	0	1	3	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	16	10	6	7	4	0	1	0	1	3	0	0	0
VOL DEM INTO EEO CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 INCREASES	16	10	6	7	4	0	1	0	1	3	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	2	0	2	0	2	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	4	2	2	2	1	0	1	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 REDUCTIONS	6	2	4	2	3	0	1	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Associate Professor
 LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	126	66	60	41	43	3	4	4	7	18	6	0	0
Workforce Number Prior Filing	129	74	55	47	39	3	4	4	7	20	5	0	0
Net Change(+or-)	-3	-8	5	-6	4	0	0	0	0	-2	1	0	0
HIRES (incl. Pt to Ft)	2	0	2	0	2	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	14	3	11	1	7	0	2	0	1	2	1	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	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 INCREASES	16	3	13	1	9	0	2	0	1	2	1	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	16	10	6	7	4	0	1	0	1	3	0	0	0
RESIGNATIONS	2	0	2	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	1	1	0	0	0	0	0	0	0	1	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	19	11	8	7	5	0	2	0	1	4	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)
 LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	67	29	38	21	24	2	4	0	2	6	8	0	0
Workforce Number Prior Filing	63	24	39	15	25	2	5	0	1	7	8	0	0
Net Change(+or-)	4	5	-1	6	-1	0	-1	0	1	-1	0	0	0
HIRES (incl. Pt to Ft)	21	9	12	7	7	0	1	0	2	2	2	0	0
PROMO INTO CATEGORY / CLASS	1	0	1	0	1	0	0	0	0	0	0	0	0
TEMPORARY TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 INCREASES	22	9	13	7	8	0	1	0	2	2	2	0	0
CONTRACT NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO NON PERMANENT	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	14	3	11	1	7	0	2	0	1	2	1	0	0
RESIGNATIONS	4	1	3	0	2	0	0	0	0	1	1	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	18	4	14	1	9	0	2	0	1	3	2	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Coaching
 LABOR MARKET AREA: Statewide/National (NCAA)

DATE: 7/31/2024

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	22	16	6	14	4	2	2	0	0	0	0	0	0
Workforce Number Prior Filing	24	17	7	14	5	3	2	0	0	0	0	0	0
Net Change(+or-)	-2	-1	-1	0	-1	-1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	1	1	0	0	0	1	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	0	1	0	1	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 REDUCTIONS	2	1	1	0	1	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AA/IANHNPJ*		TWO OR MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	93	175	72	120	9	20	8	23	2	8	2	8	2	4
Workforce Number Prior Filing	85	163	68	118	6	16	8	18	1	7	1	7	2	4
Net Change(+or-)	8	12	4	2	3	4	0	5	1	1	1	1	0	0
HIRES (incl. Pt to Ft)	15	24	10	13	3	5	0	5	2	1	2	1	0	0
PROMO INTO CATEGORY / CLASS	1	1	1	1	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO FROM OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	41	25	11	14	3	5	0	5	2	1	2	1	0	0
CONTRACT ENDED	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	10	7	3	6	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	4	3	1	3	0	0	0	0	0	0	0	0	0	0
WENT PT FROM FT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	5	2	3	2	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	1	1	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	21	13	7	12	0	1	0	0	0	0	1	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
 POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2
 LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	33	5	28	3	18	1	7	0	1	1	2	0	0
Workforce Number Prior Filing	30	5	25	3	16	1	7	0	1	1	1	0	0
Net Change(+or-)	3	0	3	0	2	0	0	0	0	0	1	0	0
HIRES (incl. Pt to Ft)	4	0	4	0	3	0	0	0	0	0	1	0	0
PROMO INTO CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
RETURNED FT FROM EXTENDED LEAVE	0	0	0	0	0	0	0	0	0	0	0	0	0
COUNTED IN SEC2 BY ERROR	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	4	0	4	0	3	0	0	0	0	0	1	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	1	0	1	0	1	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: Secretary 2
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	29	0	29	0	18	0	6	0	5	0	0	0	0
Workforce Number Prior Filing	30	1	29	1	18	0	6	0	5	0	0	0	0
Net Change(+or-)	-1	-1	0	-1	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0
MISCOUNT	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes:
* AAIAHNP1 = Asian, American Indian, Alaska Native, Hawaiian Native, Pacific Islander

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofessional

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	11	2	9	1	4	0	0	1	3	0	1	0	1
Workforce Number Prior Filing	5	2	3	1	3	0	0	1	0	0	0	0	0
Net Change(+or-)	6	0	6	0	1	0	0	0	3	0	1	0	1
HIRES (incl. Pt to Ft)	7	1	6	1	1	0	0	0	3	0	1	0	1
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	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 INCREASES	7	1	6	1	1	0	0	0	3	0	1	0	1
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	1	1	0	1	0	0	0	0	0	0	0	0	0
	0	0	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 REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts
 POSITION OR POSITION CLASSIFICATION: All Titles
 LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	12	11	1	10	1	1	0	0	0	0	0	0	0
Workforce Number Prior Filing	11	10	1	10	1	0	0	0	0	0	0	0	0
Net Change(+or-)	1	1	0	0	0	1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	1	1	0	0	0	1	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	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 INCREASES	2	2	0	1	0	1	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance
POSITION OR POSITION CLASSIFICATION: All Titles Except Custodians
LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	38	33	5	26	3	3	0	4	2	0	0	0	0
Workforce Number Prior Filing	39	33	6	27	4	3	0	3	2	0	0	0	0
Net Change(+or-)	-1	0	-1	-1	-1	0	0	1	0	0	0	0	0
HIRES (incl. Pt to Ft) per layoff	3	3	0	1	0	1	0	1	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	3	3	0	1	0	1	0	1	0	0	0	0	0
DISMISSAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	2	2	0	2	0	0	0	0	0	0	0	0	0
PROMOTION OUT	1	1	0	0	0	1	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	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 REDUCTIONS	4	3	1	2	1	1	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2024

OCCUPATIONAL CATEGORY: Protective Services
 POSITION OR POSITION CLASSIFICATION: Protective Services
 LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	16	13	3	9	3	1	0	3	0	0	0	0	0
Workforce Number Prior Filing	18	15	3	10	3	1	0	4	0	0	0	0	0
Net Change(+or-)	-2	-2	0	-1	0	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft)	2	1	1	1	0	0	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	1	1	1	0	0	1	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	1	1	1	0	0	1	0	0	0	0	0	0
RETIREMENTS	2	2	0	1	0	0	0	1	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	4	3	1	2	0	0	1	1	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	27	14	12	9	8	1	0	0	0	2	1	0	0	2	3	1
TOTAL APPLICANTS	27	14	12	9	8	1	0	0	0	2	1	0	0	2	3	1
TOTAL REJECTED APPLICANTS	15	7	7	3	4	1	0	0	0	1	0	0	0	2	3	1
TOTAL QUALIFIED APPLICANTS	12	7	5	6	4	0	0	0	0	1	1	0	0	0	0	0
TOTAL INTERVIEWED	11	7	4	6	3	0	0	0	0	1	1	0	0	0	0	0
Not offered Position	10	7	3	6	3	0	0	0	0	1	0	0	0	0	0	0
Offered Position	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTIONS

DATE: July 31, 2024

EEO 1 Executive Administrative

All Titles

Statewide/National

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	6	3	3	3	3	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	67	52	13	17	8	4	2	1	1	8	2	0	0	23	0	F
TOTAL APPLICANTS	73	55	16	20	11	4	2	0	1	8	2	0	0	23	0	G
TOTAL REJECTED APPLICANTS	46	38	6	13	3	4	1	0	1	4	1	0	0	17	0	H
TOTAL QUALIFIED APPLICANTS	27	17	10	7	8	0	1	0	0	4	1	0	0	6	0	I
TOTAL INTERVIEWED	23	15	8	7	6	0	1	0	0	3	1	0	0	5	0	O
Not offered Position	17	12	5	4	3	0	1	0	0	3	1	0	0	5	0	P
Offered Position	6	3	3	3	3	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	6	3	3	3	3	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTION

DATE: July 31, 2024

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

POSITION OR POSITION CLASSIFICATION: Professor

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AA/IANH/PI*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	20	12	8	7	6	0	1	0	1	5	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	20	12	8	7	6	0	1	0	1	5	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	4	2	2	0	2	0	0	0	0	2	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	16	10	6	7	4	0	1	0	1	3	0	0	0	0	0	0
TOTAL INTERVIEWED	16	10	6	7	4	0	1	0	1	3	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	16	10	6	7	4	0	1	0	1	3	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	16	10	6	7	4	0	1	0	1	3	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: EEO 2 --Faculty
 POSITION OR POSITION CLASSIFICATION: Associate Professor
 LOCATION: Statewide/National

DATE: July 31, 2024

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		UNKNO WN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total
 *AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTION

DATE: July 31, 2024

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Associate Professor
 LOCATION: Statewide/National

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Associate Professor
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	15	4	11	2	7	0	2	0	1	2	1	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	15	4	11	2	7	0	2	0	1	2	1	0	0	0	0
TOTAL REJECTED APPLICANTS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	14	3	11	1	7	0	2	0	1	2	1	0	0	0	0
TOTAL INTERVIEWED	14	3	11	1	7	0	2	0	1	2	1	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	14	3	11	1	7	0	2	0	1	2	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	14	3	11	1	7	0	2	0	1	2	1	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	457	259	271	174	23	9	29	16	80	44	49	16	5	0	0	0	F
TOTAL APPLICANTS	716	457	271	174	23	9	29	16	80	44	49	16	5	0	0	0	G
TOTAL REJECTED APPLICANTS	393	258	152	89	14	6	14	7	44	24	30	9	4	0	0	0	H
TOTAL QUALIFIED APPLICANTS	323	199	119	85	9	3	15	9	36	20	19	7	1	0	0	0	I
TOTAL INTERVIEWED	208	122	75	61	4	3	12	9	19	10	11	3	1	0	0	0	O
Not offered Position	185	113	68	53	4	2	12	6	17	8	11	3	1	0	0	0	P
Offered Position	23	9	7	8	0	1	0	3	2	2	0	0	0	0	0	0	Q
Refused Position	2	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	21	9	7	7	0	1	0	2	2	2	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTIONS

DATE: July 31, 2024

EEO 2 - Faculty

Assistant Professor (including Instructor)

Statewide/National

OCCUPATIONAL CATEGORY:

POSITION OR POSITION CLASSIFICATION:

LOCATION:

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		Two or More		UNKNOWN			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN	
																		MALE
Intra-agency	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	12	10	1	6	0	2	0	0	0	0	0	0	2	1	0	0	0	F
TOTAL APPLICANTS	13	11	1	7	0	2	0	0	0	0	0	0	2	1	0	0	0	G
TOTAL REJECTED APPLICANTS	7	5	1	4	0	0	0	0	0	0	0	0	1	1	0	0	0	H
TOTAL QUALIFIED APPLICANTS	6	6	0	3	0	2	0	0	0	0	0	0	0	1	0	0	0	I
TOTAL INTERVIEWED	5	5	0	3	0	1	0	0	0	0	0	0	1	0	0	0	0	O
Not offered Position	4	4	0	2	0	1	0	0	0	0	0	0	1	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown applicant calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

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

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - HIRE

OCCUPATIONAL CATEGORY: EEO 2 - Faculty DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: Coaching Staff
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN				
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN		
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total Male		Total Female		White		Black		Hispanic		Other		TM		Unknown		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants*	723	285	428	151	234	38	67	17	33	36	39	19	20	24	35	10	10	F
TOTAL APPLICANTS	723	285	428	151	234	38	67	17	33	36	39	19	20	24	35	10	10	G
TOTAL REJECTED APPLICANTS	450	184	257	95	139	25	42	13	14	22	30	10	10	19	22	9	9	H
TOTAL QUALIFIED APPLICANTS	273	101	171	56	95	13	25	4	19	14	9	9	10	5	13	1	1	I
TOTAL INTERVIEWED	209	80	128	48	72	10	21	2	12	9	7	7	7	4	9	1	1	O
Not offered Position	169	65	103	38	58	7	16	2	7	7	6	7	7	4	9	1	1	P
Offered Position	40	15	25	10	14	3	5	0	5	2	1	0	0	0	0	0	0	Q
Refused Position	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	39	15	24	10	13	3	5	0	5	2	1	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS**

DATE: July 31, 2024

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	TM Male	TF Female	Unknown Male	Unknown Female	Unknown Unknown
Intra-agency	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	16	7	9	4	5	0	4	1	0	1	0	1	0	0	0	0
TOTAL APPLICANTS	18	8	10	5	6	0	4	1	0	1	0	1	0	0	0	0
TOTAL REJECTED APPLICANTS	12	6	6	3	4	0	2	1	0	1	0	1	0	0	0	0
TOTAL QUALIFIED APPLICANTS	6	2	4	2	2	0	2	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	6	2	4	2	2	0	2	0	0	0	0	0	0	0	0	0
Not offered Position	4	1	3	1	1	0	2	0	0	0	0	0	0	0	0	0
Offered Position	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - Hires**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AA/IANHPI*		Two or More		UNKNOWN		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	287	44	242	25	119	5	49	2	29	2	9	2	28	2	8	1	F
TOTAL APPLICANTS	287	44	242	25	119	5	49	2	29	2	9	2	28	2	8	1	G
TOTAL REJECTED APPLICANTS	199	32	166	17	73	4	38	2	23	1	5	1	24	2	3	1	H
TOTAL QUALIFIED APPLICANTS	88	12	76	8	46	1	11	0	6	1	4	1	4	0	5	0	I
TOTAL INTERVIEWED	20	3	17	2	13	1	0	0	0	0	2	0	1	0	1	0	J
Not offered Position	16	3	13	2	10	1	0	0	0	0	1	0	1	0	1	0	K
Offered Position	4	0	4	0	3	0	0	0	0	0	1	0	0	0	0	0	L
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
TOTAL ACCESSIONS*	4	0	4	0	3	0	0	0	0	0	1	0	0	0	0	0	N

*Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - Promotion

OCCUPATIONAL CATEGORY: EEO 4 - Clerical DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

DATE: July 31, 2024

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

Secretary 2

POSITION OR POSITION CLASSIFICATION:

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

* AAIAHNP| = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS**

OCCUPATIONAL CATEGORY: **EEO 4 - Clerical** DATE: **July 31, 2024**
 POSITION OR POSITION CLASSIFICATION: **Secretary 2**
 LOCATION: **Hartford County**

APPLICANT FLOW ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		Two or More		UNKNOWN		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER
 Note: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total; 1WM, 1WF, 2BF, 1HF were hired and included in Hire Applicant Flow Chart.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRES**

OCCUPATIONAL CATEGORY: EEO 5 - Technical/Paraprofessional DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	Male	Female	Unknown
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	54	19	34	10	16	3	5	0	5	3	3	0	2	3	3	F
TOTAL APPLICANTS	54	19	34	10	16	3	5	0	5	3	3	0	2	3	3	G
TOTAL REJECTED APPLICANTS	8	4	3	2	1	0	0	0	1	2	0	0	0	0	1	H
TOTAL QUALIFIED APPLICANTS	46	15	31	8	15	3	5	0	4	1	3	0	2	3	2	I
TOTAL INTERVIEWED	13	3	10	2	3	0	1	0	4	0	1	0	1	1	0	O
Not offered Position	6	2	4	1	2	0	1	0	1	0	0	0	0	1	0	P
Offered Position	7	1	6	1	1	0	0	0	3	0	1	0	1	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	7	1	6	1	1	0	0	0	3	0	1	0	1	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS -HIRES

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIA/NHPI*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	22	22	0	18	0	1	0	2	0	0	0	0	0	1	0	F
TOTAL APPLICANTS	22	22	0	18	0	1	0	2	0	0	0	0	0	1	0	G
TOTAL REJECTED APPLICANTS	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	H
TOTAL QUALIFIED APPLICANTS	21	21	0	18	0	1	0	2	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	18	18	0	18	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	17	17	0	17	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP *		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Refused Position*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

Notes: Unknown Applicant Calculations are factored separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS -HIRES**

DATE: July 31, 2024

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HNPI*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	171	118	53	65	26	27	17	15	9	7	1	4	0	0	0	F
TOTAL APPLICANTS	171	118	53	65	26	27	17	15	9	7	1	4	0	0	0	G
TOTAL REJECTED APPLICANTS	140	92	48	49	22	22	16	13	9	4	1	4	0	0	0	H
TOTAL QUALIFIED APPLICANTS	31	26	5	16	4	5	1	2	0	3	0	0	0	0	0	I
TOTAL INTERVIEWED	24	23	1	15	1	4	0	2	0	2	0	0	0	0	0	O
Not offered Position	20	19	1	13	1	3	0	1	0	2	0	0	0	0	0	P
Offered Position	4	4	0	2	0	1	0	1	0	0	0	0	0	0	0	Q
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - PROMOTION

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	UNKNOWN	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
 POSITION OR POSITION CLASSIFICATION: Custodian
 LOCATION: Hartford County

DATE: July 31, 2024

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	105	84	21	31	9	36	5	13	7	0	0	4	0	0	0	F
TOTAL APPLICANTS	105	84	21	31	9	36	5	13	7	0	0	4	0	0	0	G
TOTAL REJECTED APPLICANTS	85	67	18	24	9	30	4	11	5	0	0	2	0	0	0	H
TOTAL QUALIFIED APPLICANTS	20	17	3	7	0	6	1	2	2	0	0	2	0	0	0	I
TOTAL INTERVIEWED	8	7	1	2	0	3	0	1	1	0	0	1	0	0	0	O
Not offered Position	6	6	0	2	0	3	0	1	0	0	0	0	0	0	0	P
Offered Position	2	1	1	0	0	0	0	0	1	0	0	1	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	1	1	0	0	0	0	0	1	0	0	1	0	0	0	S

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total

CENTRAL CONNECTICUT STATE UNIVERSITY
 APPLICANT FLOW ANALYSIS - HIRES

OCCUPATIONAL CATEGORY: Protective Service DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPJ*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	112	92	20	29	4	33	9	21	5	7	1	2	1	0	0	F
TOTAL APPLICANTS	112	92	20	29	4	33	9	21	5	7	1	2	1	0	0	G
TOTAL REJECTED APPLICANTS	106	87	19	26	4	31	8	21	5	7	1	2	1	0	0	H
TOTAL QUALIFIED APPLICANTS	6	5	1	3	0	2	1	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	6	5	1	3	0	2	1	0	0	0	0	0	0	0	0	O
Not offered Position	4	4	0	2	0	2	0	0	0	0	0	0	0	0	0	P
Offered Position	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	S

Notes:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS (Promoted)**

OCCUPATIONAL CATEGORY: Protective Service DATE: July 31, 2024
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	F
TOTAL APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	G
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	H
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I
TOTAL INTERVIEWED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	S

Notes:

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANH NPI MALE	AAIANH PI FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	28	13	15	10	12	2	1	1	2	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes M/C evals. SG39 and > and Admin. VII evals.
 Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed.

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY
 POSITION OR POSITION CLASSIFICATION: Professor
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE MALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		AAIANH NPI MALE		AAIANH NPI FEMALE		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
SERVICE RATINGS																						
Excellent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Good	135	85	50	65	42	2	3	4	1	14	4	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating. Faculty total matched 2024 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY
POSITION OR POSITION CLASSIFICATION: Associate Professor
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		HISPANIC		AAIANHNP	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS													
Excellent	0	0	0	0	0	0	0	0	0	0	0	0	0
Good	91	48	43	31	33	1	2	2	5	14	3	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period. Faculty who are not renewed are counted as receiving an unsatisfactory service rating. Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired.

OCCUPATIONAL CATEGORY: EEO-2 -FACULTY
 POSITION OR POSITION CLASSIFICATION: Assistant Professor
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANH NPI MALE	AAIANH PI FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	33	14	19	10	12	1	2	0	1	3	4
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.
 Faculty who are not renewed are counted as receiving an unsatisfactory service rating
 Faculty total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

OCCUPATIONAL CATEGORY: EEO-2 - Coaching
POSITION OR POSITION CLASSIFICATION: Coaching
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANH NPI MALE	AAIANHN PI FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	18	13	5	12	4	1	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed related to performance; if renewed an overall good evaluation is received; if not renewed a notation of unsatisfactory is made. Coaching total matched 2021 workforce numbers as they would have received the evaluations during the reporting period minus two employees who

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty
POSITION OR POSITION CLASSIFICATION: All Titles in the Category
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	99	37	62	31	49	2	5	4	3	0	4
Good	97	38	59	29	35	3	5	6	12	0	5
Satisfactory	16	7	9	7	9	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	1	0	1	0	1	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Includes evaluations for M/C < SG39, Admin. 1 through VI and a few A&R evals. "Superior" category added for A&R. Members of the SUOAF bargaining unit who have received continuing appointment only receive an evaluation once every two years

OCCUPATIONAL CATEGORY: EEO-4 - Secretarial Clerical
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form #42 A3

2024

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE MALE	WHITE FEMALE	BLACK		HISPANIC		HISPANIC		AAIANHNP	
		MALE	FEMALE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS													
Excellent	29	1	28	1	17	0	8	0	0	2	0	0	1
Very Good	27	4	23	2	17	1	3	0	0	3	1	0	0
Good	4	0	4	0	2	0	1	0	0	1	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
Fair	2	0	2	0	2	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: Some numbers are different than current workforce because of newly hired staff who would not have received a PA in 2023/2024 while at CCSU. Other

Q1 Name

Answered: 14 Skipped: 0

Q2 University Department

Answered: 14 Skipped: 0

Q3 Job Title

Answered: 13 Skipped: 1

Q4 Employment Category/Appointment Type

Answered: 14 Skipped: 0

AAUP Faculty

	SPECIAL APPOINTMENT (TEMP.) (1)	TENURE TRACK (2)	TENURED (3)	DEFINED TERM APPOINTMENT (COACH) (4)	TOTAL
Please select one	40.00% 2	0.00% 0	40.00% 2	20.00% 1	5

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Please select one	1.00	4.00	3.00	2.40	1.20

SUOAF Administrative Faculty

	TEMPORARY APPOINTMENT (1)	TERM APPOINTMENT (2)	CONTINUING APPOINTMENT (3)	TOTAL
Please select one	12.50% 1	37.50% 3	50.00% 4	8

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Please select one	1.00	3.00	2.50	2.38	0.70

Classified

	ADMINISTRATIVE CLERICAL (1)	ADMINISTRATIVE & RESIDUAL (2)	ENGINEERING & SCIENTIFIC (3)	MAINTENANCE (4)	PROTECTIVE SERVICES (5)	TOTAL
Please select one	0.00% 0	33.33% 1	0.00% 0	0.00% 0	66.67% 2	3

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Please select one	2.00	5.00	5.00	4.00	1.41

Management/Confidential

	NON-TEMPORARY APPOINTMENT (1)	TEMPORARY APPOINTMENT (2)	TOTAL
Please select one	0.00% 0	100.00% 1	1

BASIC STATISTICS	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Please select one	2.00	2.00	2.00	2.00	0.00

Q5 Gender

Answered: 14 Skipped: 0

ANSWER CHOICES	RESPONSES	
Male (1)	50.00%	7
Female (2)	50.00%	7
TOTAL		14

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.50	1.50	0.50

Q6 Length of CCSU service

Answered: 14 Skipped: 0

ANSWER CHOICES	RESPONSES
Under 5 years (1)	57.14% 8
5 - 9 years (2)	7.14% 1
10 - 15 years (3)	7.14% 1
16 - 19 years (4)	7.14% 1
20 - 25 years (5)	21.43% 3
26+ years (6)	0.00% 0
TOTAL	14

BASIC STATISTICS

Minimum	Maximum	Median	Mean	Standard Deviation
1.00	5.00	1.00	2.29	1.67

Q7 Would you work for CCSU again in the future?

Answered: 14 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes (1)	78.57%	11
No (2)	21.43%	3
TOTAL		14

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.21	0.41

Q8 Were you able to utilize your skills and abilities in your position at CCSU?

Answered: 14 Skipped: 0

ANSWER CHOICES		RESPONSES		
Yes (1)		92.86%		13
No (2)		7.14%		1
TOTAL				14

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.07	0.26

Q9 Did the job meet your expectations?

Answered: 14 Skipped: 0

ANSWER CHOICES

RESPONSES

Yes (1)	78.57%	11
No (2)	21.43%	3
TOTAL		14

BASIC STATISTICS

Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.21	0.41

Q10 Please indicate the reason/s that contributed to your decision to leave CCSU.

Answered: 14 Skipped: 0

ANSWER CHOICES	RESPONSES	
Salary/Wage (1)	28.57%	4
Employment conditions (2)	7.14%	1
Promotional opportunity (3)	21.43%	3
Work location/relocation (4)	0.00%	0
Workplace culture and values (5)	21.43%	3
Family/Childcare reasons (6)	0.00%	0
Health-related reasons (7)	7.14%	1
Retirement (8)	28.57%	4
End of contract (9)	14.29%	2
Lack of advancement opportunities (10)	21.43%	3
Other (please specify) (11)	14.29%	2
Total Respondents: 14		

BASIC STATISTICS

Minimum	Maximum	Median	Mean	Standard Deviation
1.00	11.00	7.00	6.04	3.48

Q11 Overall Experience

Answered: 12 Skipped: 2

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Your overall work experience	33.33% 4	8.33% 1	33.33% 4	25.00% 3	0.00% 0	12	3.50

BASIC STATISTICS

Minimum 1.00	Maximum 4.00	Median 3.00	Mean 2.50	Standard Deviation 1.19
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Q12 Job/Role

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Definition of your role and responsibilities	28.57% 4	42.86% 6	7.14% 1	21.43% 3	0.00% 0	14	3.79
The nature of the work required in your role	35.71% 5	50.00% 7	14.29% 2	0.00% 0	0.00% 0	14	4.21
Opportunities for advancement and development	28.57% 4	0.00% 0	21.43% 3	28.57% 4	21.43% 3	14	2.86
Evaluation/Performance Review process	28.57% 4	14.29% 2	35.71% 5	14.29% 2	7.14% 1	14	3.43
Ability to provide input into issues that affected your job	28.57% 4	42.86% 6	14.29% 2	7.14% 1	7.14% 1	14	3.79

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Definition of your role and responsibilities	1.00	4.00	2.00	2.21	1.06
The nature of the work required in your role	1.00	3.00	2.00	1.79	0.67
Opportunities for advancement and development	1.00	5.00	3.50	3.14	1.51
Evaluation/Performance Review process	1.00	5.00	3.00	2.57	1.24
Ability to provide input into issues that affected your job	1.00	5.00	2.00	2.21	1.15

Q13 Terms & Conditions

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Salary	28.57% 4	28.57% 4	7.14% 1	0.00% 0	35.71% 5	14	3.14
Fringe benefits	57.14% 8	21.43% 3	14.29% 2	7.14% 1	0.00% 0	14	4.29
Work Schedule	50.00% 7	28.57% 4	7.14% 1	14.29% 2	0.00% 0	14	4.14
Access to flexible working arrangements	42.86% 6	7.14% 1	21.43% 3	14.29% 2	14.29% 2	14	3.50
Office/Work space	42.86% 6	42.86% 6	14.29% 2	0.00% 0	0.00% 0	14	4.29
On-Campus Health & Fitness Opportunities	30.77% 4	15.38% 2	46.15% 6	7.69% 1	0.00% 0	13	3.69
Geographic location	50.00% 7	28.57% 4	21.43% 3	0.00% 0	0.00% 0	14	4.29

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Salary	1.00	5.00	2.00	2.86	1.68
Fringe benefits	1.00	4.00	1.00	1.71	0.96
Work Schedule	1.00	4.00	1.50	1.86	1.06
Access to flexible working arrangements	1.00	5.00	2.50	2.50	1.50
Office/Work space	1.00	3.00	2.00	1.71	0.70
On-Campus Health & Fitness Opportunities	1.00	4.00	3.00	2.31	0.99
Geographic location	1.00	3.00	1.50	1.71	0.80

Q14 Interpersonal Relationships

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Relationship with immediate supervisor	50.00% 7	28.57% 4	7.14% 1	14.29% 2	0.00% 0	14	4.14
Relationship with coworkers in your department	46.15% 6	46.15% 6	0.00% 0	7.69% 1	0.00% 0	13	4.31
Relationship with faculty & staff in other departments	35.71% 5	35.71% 5	7.14% 1	21.43% 3	0.00% 0	14	3.86
Relationship with the administration	30.77% 4	30.77% 4	23.08% 3	0.00% 0	15.38% 2	13	3.62

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Relationship with immediate supervisor	1.00	4.00	1.50	1.86	1.06
Relationship with coworkers in your department	1.00	4.00	2.00	1.69	0.82
Relationship with faculty & staff in other departments	1.00	4.00	2.00	2.14	1.12
Relationship with the administration	1.00	5.00	2.00	2.38	1.33

Q15 Training & Development

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Orientation	35.71% 5	7.14% 1	42.86% 6	14.29% 2	0.00% 0	14	3.64
On the job training	28.57% 4	14.29% 2	50.00% 7	7.14% 1	0.00% 0	14	3.64
Training and development opportunities	28.57% 4	7.14% 1	42.86% 6	21.43% 3	0.00% 0	14	3.43
Access to training programs	21.43% 3	21.43% 3	50.00% 7	7.14% 1	0.00% 0	14	3.57

BASIC STATISTICS							
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION		
Orientation	1.00	4.00	3.00	2.36			1.11
On the job training	1.00	4.00	3.00	2.36			0.97
Training and development opportunities	1.00	4.00	3.00	2.57			1.12
Access to training programs	1.00	4.00	3.00	2.43			0.90

Q16 Immediate Supervisor/Management

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Communication of strategic direction and policy	21.43% 3	28.57% 4	28.57% 4	21.43% 3	0.00% 0	14	3.50
Feedback on your performance	35.71% 5	28.57% 4	21.43% 3	7.14% 1	7.14% 1	14	3.79
Communication of decisions and issues affecting you	21.43% 3	35.71% 5	21.43% 3	21.43% 3	0.00% 0	14	3.57
Competence of your immediate supervisor	57.14% 8	7.14% 1	21.43% 3	14.29% 2	0.00% 0	14	4.07

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Communication of strategic direction and policy	1.00	4.00	2.50	2.50	1.05
Feedback on your performance	1.00	5.00	2.00	2.21	1.21
Communication of decisions and issues affecting you	1.00	4.00	2.00	2.43	1.05
Competence of your immediate supervisor	1.00	4.00	1.00	1.93	1.16

Q17 Workplace Culture

Answered: 14 Skipped: 0

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Culture of supporting faculty & staff to develop and reach their potential	35.71% 5	21.43% 3	21.43% 3	0.00% 0	21.43% 3	14	3.50
Culture of respecting individual differences	35.71% 5	35.71% 5	21.43% 3	0.00% 0	7.14% 1	14	3.93
Culture of providing a workplace free of harassment and bullying	35.71% 5	42.86% 6	7.14% 1	0.00% 0	14.29% 2	14	3.86

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Culture of supporting faculty & staff to develop and reach their potential	1.00	5.00	2.00	2.50	1.50
Culture of respecting individual differences	1.00	5.00	2.00	2.07	1.10
Culture of providing a workplace free of harassment and bullying	1.00	5.00	2.00	2.14	1.30

Q18 Please use this space for any additional comments you would like to make. Thank you.

Answered: 6 Skipped: 8