

GOALS ANALYSIS
46a-68-90
August 1, 2023 – July 31, 2024

All activity that was undertaken to achieve the hiring, promotional, upward mobility, and program goals, contained in the previous plan is reported in this section of the Affirmative Action Plan (AAP). Each goal is addressed separately, and the discussion of any action taken in furtherance thereof is detailed and complete.

The University utilizes a search process to fill all positions in the executive/administrative, faculty, and professional/non-faculty occupational categories. The search process comprises a significant part of the University's affirmative action efforts. The University employs the search process as a tool to help ensure the filling of positions is done in a non-discriminatory fashion and as a means of developing a representative pool of applicants and, ultimately, a workforce that is representative of the availability in the relevant labor markets for the disciplines. The search process is governed by affirmative action principles and its overall purpose is to hire the most qualified person for the position. Upon receipt of the applicant's application materials, the University sends a letter acknowledging the receipt of their application. The data provided by the applicant through the Affirmative Action Online Applicant Cover Page is included in this section of the plan as a means of reporting the race and gender composition of each applicant pool.

Prior to the start of the search process, the hiring manager reviews the current job description for the position to ensure that it accurately reflects the duties and responsibilities, as well as the knowledge, skills, and abilities (KSAs) for the position, and that the requirements are job relevant. To initiate the search process, a search committee chairperson is appointed, and an affirmative action search plan developed, including a list of proposed committee members and advertisement outlets. In accordance with Affirmative Action Policy, at least one (1) member must be representative of a minority group. Additionally, search committees are generally gender diverse. Before the review of any applicant's materials, the Office of Equity and Inclusion (OEI) staff charges the entire search committee.

During the charge to the search committee during the last reporting period, the OEI staff apprised the committee of the established goals and reminded the committee of their affirmative action responsibilities in the search process. Throughout the process, each committee must document its honest and good faith efforts to remove any requirement that is a barrier and would have a disproportionate impact on members of underutilized groups; recruit a diverse pool of qualified applicants; carefully and thoroughly consider the credentials of each applicant; and consistently and fairly apply the same search criteria to each applicant. OEI approved the composition of the search committee, the job announcement, and advertisement outlets prior to the start of the search during the reporting period. OEI must also approve the list of interviewees before interviews are scheduled, as well as the list of the candidates recommended for hire prior to an extension of an offer. Further, the committee is aware of its responsibility to conduct all interviews in a fair and equitable manner (See Hiring Process website at <https://www.ccsu.edu/hr>). At the conclusion of the search, the committee will submit a list of recommended unranked candidates to the hiring manager.

The OEI is also responsible for overseeing the selection process to fill positions in the classified occupational categories. The Human Resources Office (HRO) pre-screens the applicant packages submitted in response to a job posting. After a thorough review of the application materials to determine if the applicant has submitted all the necessary documents and meets the required experience and training or, where applicable are on a current state list, the HRO prepares a form,

AAP C-1, (See Hiring Process website at <https://www.ccsu.edu/hr>) listing all eligible candidates, which is forwarded to the hiring manager as well as the OEI. This form includes the hiring goals for the occupational category. The hiring manager reviews the materials sent by Human Resources, selects the candidates to be interviewed, and returns the completed form to the OEI for review and approval. Upon receiving approval, the hiring manager can begin the interview process. The hiring manager is responsible for conducting the interview process in a fair and equitable manner. At the conclusion of the interview process, the hiring manager will make a recommendation for hire and complete the second form, **AAP C-2**, (See Hiring Process website at <https://www.ccsu.edu/hr>) which s/he forwards to the OEI for review and approval before it is submitted to the HRO.

The University has made and will continue to make every good-faith effort to meet the established hiring, promotional, upward mobility, and program goals that were outlined in the relevant sections of the plan.

HIRING

CCSU posts all vacancies at <https://www.ccsu.edu/hr/job-opportunities>, in their respective occupational categories. In addition, the University lists all unclassified vacancies in each occupational category at www.higheredjobs.com. All classified vacancies in each occupational category are listed on the Department of Administrative Services (DAS) website, and many are shared with the CT Association of Diversity and Equity Professionals (CADEP) listserv. All CCSU vacancies are also posted on the Connecticut State Colleges and Universities (CSCU) System Office’s website. Additionally, during this reporting period, CCSU maintained and utilized an extensive local recruitment list for many of classified searches not requiring examination (see **External Communication** for a copy of this list).

EXECUTIVE/ADMINISTRATIVE (EE01)

GOALS:

Hiring	Promotional
1 White Male	1 White Male
1 Black Female	
1 AAIANHNPI Male	
1 AAIANHNPI Female	

Dean College of Health and Rehabilitation Sciences

Selection: One (1) AAIANHNPI Female

Central Connecticut State University (CCSU, Central) seeks a founding Dean for the College of Health and Rehabilitation Sciences (CHRS) who is academically accomplished, student-focused, innovative, and energetic. The successful Dean has a proven track record of building students’ capacity to live, work, and contribute to the health landscape of their community, state, and increasingly diverse world. The Dean will shape and lead the college and a student-run Community Health Education Clinic with exemplary management skills; foster collaborative and data-informed fiscal and facilities planning, execution, and accountability; advance CCSU’s [Mission](#) driven purpose; and enhance the University’s campus culture.

The College seeks an experienced Dean and leader who will report to the Provost. The Dean will lead inclusive and transparent strategic processes for strengthening and growing the College and Community Health Education Clinic; promote innovative, engaging, and student-centered approaches to teaching, research, development, and service. The Dean will direct the Associate Dean and lead academic program Chairs as they facilitate the work of the faculty and staff.

CCSU is a unionized campus. The seasoned professional is expected to uphold the highest ethical standards and embrace the benefits of inclusive, shared governance, and in doing so, will enhance trust and transparency while building community. The successful Dean will ensure the academic needs of the students are met and the dual purpose of the student-run Community Health Education Clinic provides experiential learning opportunities for students while helping to meet the healthcare needs of the surrounding community. The Dean will work collaboratively with internal and external stakeholders, partnering with other Deans, Vice Presidents, and Directors as appropriate.

The seasoned professional will advocate internally and externally for all programs and units within the College, ensuring academic quality in undergraduate and graduate programs as well as meeting the standards of external accrediting agencies for academic programs and licensing requirements for the Community Health Education Clinic. Collaborating with the Division of Enrollment Management, the Dean will oversee and help achieve recruitment and

retention goals for the college. The Dean will also work collaboratively with the Medical Director of the Community Health Education Clinic and the Associate Vice President for Community Engagement and Experiential Learning to advance the Clinic.

The academic leader will provide opportunities for faculty and staff development. The successful candidate will have the necessary credentials, experiences, competencies, and disposition to provide leadership and guidance in implementing existing, new, and interdisciplinary academic and professional programs and a student-run community-focused health education clinic in the College of Health and Rehabilitation Sciences. Additionally, the successful candidate should have demonstrated experience in academic leadership (i.e., overseeing an academic unit college/school), promotion and tenure process, health-related programs, clinical practice, and budget management within a unionized environment. The ideal candidate will possess excellent communication and interpersonal skills, have demonstrated the ability to work collaboratively with faculty, students, staff, and other administrators; a commitment to academic excellence and accountability; an ability to work with faculty to continue to develop, articulate, and implement a constructive and workable vision for the College; and a record of demonstrated commitment to diversity, equity, inclusion.

Minimum Qualifications:

- An earned doctorate from an accredited institution in one of the academic disciplines housed within the college or a health-related field.
- Eight years of full-time service at a college or university or in a medical arena.
- Three years of administrative experience leading faculty, healthcare staff, and/or students in health-related disciplines.
- A record of teaching, research or creativity activity, and service that can lead to eligibility for tenure at the full professor rank.
- Demonstrated experience working with graduate and undergraduate programs in the above defined health-related programs or closely related fields.
- Demonstrated strong analytical and problem-solving skills, and successful prioritization and management skills with appropriate organization, delegation, and timely decision-making and follow-through.
- Strong listening, verbal, written, interpersonal skills in teamwork, and public speaking.
- Demonstrated effective consensus-building, conflict management, and crisis management skills.
- Demonstrated experience with meeting accreditation standards and licensure processes.
- Experience with transparent planning, budgeting, and fiscal management within a complex organization.
- Experience with recruiting and retaining diverse faculty and staff.

Preferred Qualifications:

- Has three years of experience in overseeing the delivery of health-related services.
- Experience working in a unionized environment.
- Demonstrated experience with shared governance and consensus building.
- Familiarity with a state/federal public health regulations and guidelines.
- Demonstrated experience with a campus or community health-related clinic.

Advertisements: *Academic Search Firm, Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website*

Twenty-seven (27) individuals applied for this position: Nine (9) White Males; Eight (8) White Females; One (1) Black Male; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; Two (2) Unknown Males; Three (3) Unknown Females; One (1) Unknown Unknown.

Fifteen (15) applicants were determined to be not qualified: Three (3) White Males; Four (4) White Females; One (1) Black Male; One (1) AAIANHNPI Male; Two (2) Unknown Males; Three (3) Unknown Females; One (1) Unknown Unknown.

One (1) applicant was determined to be minimally qualified: One (1) White Female.

Eleven (11) applicants were determined to be finalists: Six (6) White Males; Three (3) White Females; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female.

One (1) AAIANHNPI Female goal candidate was hired for this position. This hire met the one (1) goal for AAIANHNPI Female in the Executive Administrative category.

FACULTY

PROFESSOR (EE02)

GOALS:

Hiring	Promotional
None	2 White Females
	8 Hispanic Females
	7 AAIANHNPI Males
	1 AAIANHNPI Female

No hires occurred in this category during the reporting period.

ASSOCIATE PROFESSOR (EE02)

GOALS:

Hiring	Promotional
3 White Females	8 White Females
1 Black Male	
2 Black Female	3 Black Females
4 AAIANHNPI Females	5 AAIANHNPI Females
1 Two or More Female	

Associate Professor – Doctor of Nurse Anesthesia Practice (DNAP)

Selection: Two (2) White Females

Central Connecticut State University invites applications for a full-time, 12-month, tenure-track Assistant or Associate Professor in the Department of Biology with primary responsibilities in the Doctor of Nurse Anesthesia Practice (DNAP) program. The successful candidate will have the following responsibilities:

- Teach doctoral-level courses in the DNAP program.
- Primary advisory role for DNAP students’ doctoral scholarly projects
- Participate in Objective Structured Clinical Examinations (OSCE)
- Participate in program evaluation processes.
- Create and manage low fidelity anesthesia simulation labs.
- Contribute to committee service at the professional, departmental, and university level.
- Maintain clinical practice.

In collaboration with Yale New Haven Hospital School of Nurse Anesthesia and Integrated Anesthesia Associates' Nurse Anesthesia Program of Hartford, our DNAP provides a practice-based doctoral degree in nurse anesthesia that will enable critical care registered nurses to become either certified registered nurse anesthetists (CRNAs) or, for those possessing a master’s degree, to acquire a doctoral degree. Our program prepares practitioners to become leaders and experts in anesthesia care by providing a curriculum that includes an expanded understanding of evidence-based medicine, advanced sciences, bioethics, healthcare policy, and patient safety.

Required Qualifications:

- Certified registered nurse anesthetist with DNAP, DNP, or PhD; or Anesthesiologist with MD or DO
- Five years of full-time service in a college or university at the rank of Assistant Professor or comparable standards
- Clinically active with current certification or recertification as CRNA or Anesthesiologist
- Demonstrate commitment to serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- Clinical competency as demonstrated by two years of practice as CRNA or Anesthesiologist
- College-level teaching experience in programs leading to degrees in Nurse Anesthesiology
 - teaching experience includes all aspects of preparation and full course responsibilities for entire academic term.
 - experience beyond teaching assistantships and guest lectures
- Experience with high and low fidelity anesthesia simulation
- Experience in distance learning as instructor and course designer
- Experience with program assessment

Advertised: *CRNAcareers.com, Connecticut Association of Nurse Anesthetists, CCSU Website*

Three (3) individuals applied for this position: One (1) White Male; **Two (2) White Females.**

No applicants were determined to be not qualified.

No applicants were determined to be minimally qualified.

Three (3) applicants were determined to be finalists: One (1) White Male; **Two (2) White Females.**

Two (2) White Female goal candidates were hired for this position. **These hires met the first and second of three (3) goals for White Female in the Associate Professor category.**

ASSISTANT PROFESSOR (INCLUDING INSTRUCTOR) (EE02)

GOALS:

Hiring	Promotional
4 White Males	None
2 Hispanic Males	
2 Hispanic Females	
1 Two or More Male	
1 Two or More Female	

Assistant Professor of Mechanical Engineering Solid Mechanics

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Mechanical Engineering specializing in the broad area of Solid Mechanics within the Engineering Department. The intended faculty member will have extensive knowledge and experience in solid mechanics enabling the teaching of a broad range of undergraduate mechanical engineering and engineering technology courses including but not limited to statics, dynamics, mechanics of materials, machine design, and senior design project. The faculty member is also expected to support the new Master of Science program in Mechanical Engineering through courses such as advanced mechanics of materials, machines and mechanisms, elasticity, and plasticity. This position is open at the

assistant professor level. The successful candidate is expected to develop and teach a variety of mechanical engineering and engineering technology courses, independently develop and run associated hands-on laboratory exercises, mentor undergraduate and graduate student research in the engineering and engineering technology programs, actively engage in scholarly activity, develop and maintain an applied research agenda, participate in assessment activities for all EAC of ABET and ETAC of ABET accredited programs, and participate in service activities for the University, local community and professional organizations.

Required Qualifications:

- B.S. in Mechanical Engineering and a Ph.D. in Mechanical Engineering or closely related field by the date of appointment.
- Exceptional background and experience in solid mechanics and its application at both the undergraduate and graduate levels.
- Two years of relevant full-time industrial experience in the related areas.
- Excellent communication and presentation skills.

Preferred Qualifications:

- Teaching experience in ABET accredited Mechanical Engineering or Engineering Technology programs.
- Expertise and experience to teach a broad range of mechanical engineering and engineering technology solid mechanics courses including but not limited to statics, dynamics, mechanics of materials, machine design, senior design project, advanced mechanics of materials, machines and mechanisms, elasticity and plasticity.
- Demonstrated record of outstanding teaching, scholarly activities, advising, service, and experience in developing and/or maintaining laboratories.
- Experience working with industry and both undergraduate and graduate students in applied research with a record of successful external funding.
- A Professional Engineering (P.E.) license.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Academic Keys, swe.org, hacu.net, nsbe.org, jbhe.com, WTS Connecticut, ASME, ASEE, CCSU Website*

Thirty-three (33) individuals applied for this position: Thirteen (13) White Males; One (1) Black Male; Thirteen (13) AAIANHNPI Males; Two (2) AAIANHNPI Females; Two (2) Two or More Males; Two (2) Unknown Males.

Twenty-seven (27) applicants were determined to be not qualified: Nine (9) White Males; One (1) Black Male; Twelve (12) AAIANHNPI Males; Two (2) AAIANHNPI Females; One (1) Two or More Male; Two (2) Unknown Males.

No applicants were determined to be minimally qualified.

Six (6) applicants were determined to be finalist: Four (4) White Males; One (1) AAIANHNPI Male; One (1) Two or More Male.

One (1) White Male goal candidate was hired for this position. **This hire met the first of four (4) White Male goals in the Assistant Professor category.**

Assistant Professor of Mechanical Engineering Solid Mechanics

Selection: One (1) White Male

The Department of Engineering at Central Connecticut State University (CCSU) invites applications for a full-time, tenure track Assistant Professor for appointment to begin Fall 2023. The Department of Engineering at CCSU is committed to providing an outstanding educational experience for its students, leading them to become engineering practitioners, researchers, and entrepreneurs. We place a high premium on industrial experience that can be used to

enhance student learning. The new faculty will join a rapidly growing and vibrant Engineering Department that houses four ABET accredited undergraduate programs: Mechanical Engineering, Civil Engineering, Mechanical Engineering Technology, and Manufacturing Engineering Technology, in addition to a Master of Science program in Mechanical Engineering.

Successful candidates will be expected to be collaborative, committed to excellence in teaching, able to teach and develop a variety of mechanical engineering and engineering technology courses, contribute significantly to undergraduate and graduate research, actively engage in scholarly activity with a continuous research agenda.

Department faculty are also expected to participate in program assessment, ABET accreditation activities, service to the department and University, and to be professionally active. Candidates with interests and expertise in solid mechanics, with strong emphasis on the areas of statics, dynamics, finite element analysis, programming, and other applied computer engineering applications are encouraged to apply. Women, minorities, and under-represented groups are strongly encouraged to apply.

Required Qualifications:

- Ph.D. in Mechanical Engineering or Aerospace Engineering (or closely related field) as well as Bachelor of Science in Mechanical Engineering or Aerospace Engineering.
- Strong expertise in computational mechanics and its applications in mechanical and aerospace engineering at both graduate and undergraduate levels.
- At least two years of relevant full-time industrial experience in the related areas, or equivalent R&D experience in industrial, and government research labs.
- Excellent communication and presentation skills.

Preferred Qualifications:

- Teaching experience in an ABET accredited mechanical engineering program.
- Exceptional background in teaching and research in computational mechanics, particularly the traditional undergraduate solid mechanics sequence, computer aided engineering, applied computer engineering applications, and senior capstone design; as well as some of the following advanced and graduate level topics like advance finite element analysis, advance mechanics of materials, computational fluid dynamics, fracture mechanics, and advanced engineering mathematics.
- Demonstrated record of outstanding teaching, scholarly activities, advising, service, and experience in developing and/or maintaining instructional and research laboratories.
- Experience working with industry with a demonstrated record of successful external funding for collaborative applied research involving undergraduate and graduate students; and,
- A Professional Engineering (P.E.) license.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Academic Keys, swe.org, hacu.net, nsbe.org, jbhe.com, WTS Connecticut, ASME, ASEE, CCSU Website*

Nineteen (19) individuals applied for this position: Five (5) White Males; One (1) White Female; One (1) Hispanic Male; Seven (7) AAIAHNPI Males; One (1) AAIAHNPI Female; Three (3) Two or More Males; One (1) Unknown Male.

Twelve (12) applicants were determined to be not qualified: Three (3) White Males; One (1) White Female; Five (5) AAIAHNPI Males; One (1) AAIAHNPI Female; Two (2) Two or More Males.

No applicants were determined to be minimally qualified.

Seven (7) applicants were determined to be finalist: Two (2) White Males; One (1) Hispanic Male; Two (2) AAIANHNPI Males; One (1) Two or More Male; One (1) Unknown Male.

One (1) White Male goal candidate was hired for this position. **This hire met the second of four (4) White Male goals in the Assistant Professor category.**

Assistant Professor of Theatre

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Scenic Design. A successful candidate will teach a 12-credit workload that includes courses in scenic design and/or related technology/design/production courses (including, but not limited to scenic painting), as well as scenic design, and mentoring design and paint students in two mainstage productions per semester. Maintaining an agenda of creative activity appropriate to the field of scenic design. Providing service to the department and university, such as recruiting, advising, and committee work. Contributing to the advancement and growth of the Technology/Design/Production program. Collaborating with faculty, staff, and students to ensure the success of productions and academic programs.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- MFA in theatrical design or terminal degree in a related field by May 31, 2023.
- Professional scenic design/technology experience.
- Evidence of successful teaching at the university level.
- An understanding of current scenic design and area-specific techniques.
- Demonstrated ability to manage multiple concurrent projects and meet deadlines.
- Possess strong oral and written communication skills.

Preferred Qualification:

- Additional experience in areas of lighting, sound, and/or properties design.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse Jobs, ArtSearch.com, CCSU Website*

Ten (10) individuals applied for this position: Seven (7) White Males; Two (2) White Females; One (1) Unknown Female.

Five (5) applicants were determined to be not qualified: Three (3) White Males; One (1) White Female; One (1) Unknown Female.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalist: Four (4) White Males; One (1) White Female.

One (1) White Male goal candidate was hired for this position. **This hire met the third of four (4) hiring goals for White Males in the Assistant Professor category.**

Assistant Professor of Poetry and Expository Writing

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor in the Department of English to serve as the department's specialist in poetry and expository writing. The successful candidate will join an English department that has dynamic undergraduate writing minors. The usual teaching load for faculty is 12 credits per semester including, but not limited to, our General Education 200-level survey course *Introduction to Creative Writing*, 300-400 level courses for the Creative Writing and the Writing and Publishing minors, and special topics courses. Faculty are also expected to mentor and advise students, help organize community-building programs such as readings, and serve on departmental and university committees. All faculty remain engaged in their respective creative/scholarly fields. Candidates are expected to be committed to promoting multiculturalism and to working with a diverse student body. CCSU is an inclusive and "student success-centered" institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- M.F.A. or Ph.D. in Creative Writing Poetry. (ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by **December 31, 2022**)
- Experience teaching poetry writing, and academic college writing.
- At least one book of poetry published by a reputable press *or* several chapbooks *or* significant publications in literary journals/magazines.
- Demonstrated commitment to serving culturally, ethnically, economically, and linguistically diverse communities.

Preferred Qualifications:

- Ability to teach in a range of genres including mixed media.
- Experience teaching undergraduates at a public university.
- We encourage applicants with creative and teaching experience that intersects with one or more interdisciplinary fields of study including, but not limited to, African American Studies, Indigenous Studies, AAPI Studies, or Latinx/Puerto Rican Studies.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse Jobs, Association of Writers and Writing Programs, Modern Language Association job list, CCSU Website*

Ninety-six (96) individuals applied for this position: Thirty-one (31) White Males; Thirty-two (32) White Females; Three (3) Black Males; One (1) Black Female; Four (4) Hispanic Males; One (1) Hispanic Female; Four (4) AAIANHNPI Males; Four (4) Two or More Males; Two (2) Two or More Females; Seven (7) Unknown Males; Six (6) Unknown Females; One (1) Unknown Unknown.

Eighty-eight (88) applicants were determined to be not qualified: Thirty (30) White Males; Thirty (30) White Females; Three (3) Black Males; Two (2) Hispanic Males; Three (3) AAIANHNPI Males; Four (4) Two or More Males; Two (2) Two or More Females; Seven (7) Unknown Males; Six (6) Unknown Females; One (1) Unknown Unknown.

No applicants were determined to be minimally qualified.

Eight (8) applicants were determined to be finalist: One (1) White Male; Two (2) White Females; One (1) Black Female; Two (2) Hispanic Males; One (1) Hispanic Female; One (1) AAIANHNPI Male.

One (1) White Male goal candidate was hired for this position. **This hire met the fourth of four (4) White Male goals in the Assistant Professor category.**

Assistant Professor Spanish

Selection: One (1) Hispanic Female

The Department of World Languages, Literatures, and Cultures at Central Connecticut State University invites applications for a full time, tenure-track Assistant Professor of Spanish, beginning academic year 2023-2024. Candidates should be prepared to teach all levels of Spanish language within our program, as well as both undergraduate and graduate courses in Peninsular Literature and Culture. The regular teaching assignment is four three-unit courses per semester. In addition to Spanish, the Department currently offers instruction in American Sign Language, Arabic, Chinese, French, German, Italian, Japanese, Latin, and Polish.

At CCSU, the faculty in the department of World Languages, Literatures, and Cultures actively collaborate with the Latin American, Latino, and Caribbean Center and the Africana Center on campus. We also seek applicants who will develop a strong record of commitment to equity and inclusion in their research, teaching, and service.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in Spanish literature at the time of application.
- Native or near-native proficiency in Spanish.
- Record of publications and scholarly work.
- Record of successfully teaching Peninsular language and literature at college level.
- Record of serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- Ability to teach another modern language offered in the department.
- Experience teaching one or more of the following: Spanish for the professions, Spanish-English translation, and Spanish for heritage speakers.
- Experience participating/leading study abroad programs.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, AATSP Connecticut Chapter, CCSU Website*

The White Male goals were previously achieved.

Fifty-three (53) individuals applied for this position: Eleven (11) White Males; Ten (10) White Females; One (1) Black Female; **Fifteen (15) Hispanic Males; Seven (7) Hispanic Females;** One (1) AAIANHNPI Female; **Four (4) Two or More Males; Two (2) Two or More Females;** Two (2) Unknown Females.

Twenty-nine (29) applicants were determined to be not qualified: Six (6) White Males; Four (4) White Females; One (1) Black Female; **Eight (8) Hispanic Males; Four (4) Hispanic Females;** One (1) AAIANHNPI Female; **Three (3) Two or More Males; One (1) Two or More Female;** One (1) Unknown Female.

One (1) applicant was determined to be minimally qualified: One (1) Hispanic Male.

Twenty-three (23) applicants were determined to be finalist: Five (5) White Males; Six (6) White Females; **Six (6) Hispanic Males; Three (3) Hispanic Females; One (1) Two or More Male; One (1) Two or More Female; One (1) Unknown Female.**

One (1) Hispanic Female goal candidate was hired for this position. **This hire met the first of two (2) Hispanic Female goals in the Assistant Professor category.**

Assistant Professor of Latino X Literature

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Latina/o/x Literatures in the Department of English. Areas of specialization might include but are not limited to Latina/o/x literatures, Literatures of the Americas (Latin America, the Caribbean, Mexico, and Central America). Secondary expertise in Indigenous Literatures, film and/or media studies, environmental humanities, gender, and sexuality studies, and/or digital technologies are also welcome. The successful candidate will join a talented and engaged department that is dedicated to excellent teaching and scholarship, with opportunities in CCSU's Latino and Puerto Rican Studies Program and the Latin American, Latino, and Caribbean Center. The normal load is 12 course credits per semester. There are opportunities for course release to pursue research. The position requires active scholarship and publication in the field, plus university and professional service.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in English, Comparative Literature, or related field (Chicano/Latino Studies, Latin American Studies, American Studies, Ethnic Studies, etc.). ABD candidates will be considered. As a condition of appointment, Ph.D. must be conferred on the academic year of appointment.
- Experience teaching Latino/a/x literature at the undergraduate level.
- Demonstrated commitment to serving culturally, ethnically, economically, and linguistically diverse communities.

Preferred Qualifications:

- Experience in teaching U.S., Latinx, and/or Latin American Literatures in translation.
- Experience in teaching first-year /general education students.
- Experience teaching academic writing to undergraduate students.
- Evidence of scholarly activity at conferences and in publishing.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, Modern Language Associations, Job list, Northeast Modern Language Association Conference, CCSU Website*

The White Male goals were previously achieved.

Thirty-five (35) individuals applied for this position: Four (4) White Males; Seven (7) White Females; One (1) Black Male; **Three (3) Hispanic Males; Four (4) Hispanic Females;** Two (2) AAIANHNPI Females; **Five (5) Two or More Males; Six (6) Two or More Females;** Two (2) Unknown Males; One (1) Unknown Female.

Twenty-one (21) applicants were determined to be not qualified: Three (3) White Males; Five (5) White Females; One (1) Black Male; **One (1) Hispanic Male; One (1) Hispanic Female;** Two (2) AAIANHNPI Females; **Four (4) Two or More Males; Two (2) Two or More Females;** Two (2) Unknown Males.

No applicants were determined to be minimally qualified.

Fourteen (14) applicants were determined to be finalist: One (1) White Male; Two (2) White Females; **Two (2) Hispanic Males; Three (3) Hispanic Females; One (1) Two or More Male; Four (4) Two or More Females;** One (1) Unknown Female.

One (1) Hispanic Female goal candidate was hired for this position. **This hire met the second of two (2) Hispanic Female goals in the Assistant Professor category.**

Assistant Professor of Manufacturing and Construction Management

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Manufacturing and Technology Management in the Department of Manufacturing and Construction Management beginning August 2023. Candidates with expertise in diversity, equity, or inclusion are particularly encouraged to apply. The successful candidate will be able to teach courses in Manufacturing and Technology Management, including but not limited to the following subjects:

- Automation and Robotics
- Supply Chain Management
- Mechatronics
- Innovative Leadership
- Production Systems
- Additive Manufacturing
- Quality Control

Additional responsibilities include advising students, serving on departmental and campus-wide committees, holding office hours, collaborating with colleagues, and participating in traditional academic functions.

Required Qualifications:

- Ph. D. any field of Management, Engineering, or Industrial/Engineering Technology. ***(ABD candidates will be considered if they provide evidence of anticipated completion of degree by August 28, 2023.)***
- Evidence of expertise in management or technology related to advanced manufacturing or Industry 4.0
- Evidence of college teaching effectiveness.

Preferred Qualifications:

- Evidence of experience or collaboration with industry
- Able to teach introductory through graduate courses.
- Experience and ability with experiential learning methods
- Commitment to serving culturally, ethnically, and linguistically diverse communities.

Advertised: *Chronicle of Higher Ed., Higherjobs.com, American Society of Engineering Education, ETDL Listserv, ATMAE Conference, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Twenty (20) individuals applied for this position: Seven (7) White Males; One (1) White Female; One (1) Black Male; **One (1) Hispanic Male**; Six (6) AAIANHNPI Males; Two (2) AAIANHNPI Females; One (1) Unknown Male; One (1) Unknown Unknown.

Thirteen (13) applicants were determined to be not qualified: Five (5) White Males; One (1) White Female; One (1) Black Male; **One (1) Hispanic Male**; Three (3) AAIANHNPI Males; One (1) AAIANHNPI Female; One (1) Unknown Male.

One (1) Hispanic Male did not provide evidence of expertise in management or technology related to advanced manufacturing or Industry 4.0 on his submitted application materials.

Two (2) applicants were determined to be minimally qualified: Two (2) AAIANHNPI Males.

Five (5) applicants were determined to be finalist: Two (2) White Males; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; One (1) Unknown Unknown.

One (1) White Male candidate was hired for this position. He has experience in private industry as an industrial engineer, as well as membership and participation in industry organizations. He also has teaching experience in the New England region, providing him with familiarity with the educational system and the industries of the area. His experience and ability with experiential learning methods includes teaching courses with physical and computer laboratories, and he has demonstrated an interest and ability to bring experiential learning to all of his courses during the interview and presentation process.

Assistant Professor of Lighting Design

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Lighting Design in the Department of Theatre. A successful candidate will: carry a 12-credit workload that includes teaching courses in lighting design (e.g., Lighting, Lighting Design), related technology/design/production courses (e.g., Period Styles), and/or core courses (e.g., Fundamentals of Design, History of Theatre) as well as designing and/or mentoring design students and overseeing production electrics in two mainstage productions per semester; maintain an agenda of creative activity appropriate to the field of lighting design; provide service to the department and university, such as recruiting, advising, and committee work; contribute to the advancement and growth of the Technology/Design/Production program; and collaborate with faculty, staff, and students to ensure the success of productions and academic programs.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- MFA in theatrical design or terminal degree in a related field by May 31, 2023.
- Professional lighting design/technology experience.
- Evidence of successful teaching at the university level.
- An understanding of current lighting design and area-specific software and technology.
- Demonstrated ability to manage multiple concurrent projects and meet deadlines.
- Strong oral and written communication skills.

Preferred Qualifications:

- Additional experience in areas of projections, sound, and/or scenic design.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, USITT Annual Conference, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Ten (10) individuals applied for this position: Eight (8) White Males; One (1) White Female; One (1) Unknown Male.

Five (5) applicants were determined to be not qualified: Four (4) White Males; One (1) White Female.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalist: Four (4) White Males; One (1) Unknown Male.

One (1) White Male candidate was hired for this position. He has demonstrated experience in lighting design, sound design and stage management. He has design experience in a university setting, and he has been hired by playhouses. His design presentation demonstrated detailed research and analysis of the text. He served as lighting designer for the play he was asked to design, he noted that he approached the design with a fresh outlook and offered creative solutions of how to produce a lighting effect of water rippling. Within the presentation he demonstrated how lighting could enhance certain set and costume choices. After introducing students to the concept that elements of light (visibility, form, color, movement) can evoke moods and feelings, he laid out approximately 100 color images on the table and asked students to choose several images that corresponded to a theatrical work of their choosing. All students had opportunity to discuss why they chose particular images, and he noted that students' ideas could serve as inspiration for other designers and directors.

Assistant Professor of Bands and Instrumental Music Education

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time, tenure track at the rank of either Instructor or Assistant Professor in the Department of Music beginning in academic year 2023-2024. Responsibilities include conduct, recruit for, and administer Wind Symphony, Wind Band, and Marching and Athletic Bands; assist with supervision of student teachers; teach undergraduate courses in conducting, instrumental music education, and methods courses. Additional instructional duties may include teaching applied music depending on candidate's performance areas. This position requires flexible hours to enhance the prominence and profile of the band program through performance, build positive local affiliations and connections with high school music community, and successfully recruit. This successful candidate will also act as a liaison between the Band Program and the Athletic Department.

Departmental and University expectations of the person in this position include the following: ongoing evidence of quality teaching and successful recruiting endeavors; demonstrated research and creative activity through regional and national performances, presentations, recordings and/or publications; participation in academic governance and service at both the departmental and university levels as appropriate.

CCSU is an inclusive and "student success-centered" institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications for *Instructor*:

- Master’s degree in Music Education, Conducting, or related discipline
- Minimum two years K-12 school teaching experience.

Required Qualifications for *Assistant Professor*:

- Educational background meets one of the following:
 - PhD or DMA in Music Education, Conducting, or related discipline.
 - PhD or DMA in a Music field and a Master’s degree in Music Education, Conducting, or related discipline
- Master’s degree in Music Education, Conducting, or related discipline, with a minimum three years of full-time experience at the level of Instructor or above teaching music at the university level and an additional full year of study above the master’s level
- Two years of K-12 school teaching.

Preferred Qualifications:

Doctoral degree (**ABD will be considered with anticipated completion no later than December 31, 2023**).

- Evidence of four or more years of proven success teaching band in public
- Experience teaching music at the university
- Demonstrated administrative experience with a university and/or high school band.
- Evidence of experience in Marching Band drill design and arranging

Advertised: Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, College Music Society, CCSU Website

The White Male goals and Hispanic Female goals were previously achieved.

Twenty-seven (27) individuals applied for this position: Nineteen (19) White Males; One (1) Black Male; **One (1) Hispanic Male**; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; **One (1) Two or More Female**; Three (3) Unknown Males.

Seven (7) applicants were determined to be not qualified: Five (5) White Males; **One (1) Hispanic Male; One (1) Two or More Female.**

One (1) Hispanic Male and **One (1) Two or More Female** did not have the required Master’s degree in Music Education, Conducting, or related discipline.

Eleven (11) applicants were determined to be minimally qualified: Seven (7) White Males; One (1) Black Male; One (1) AAIANHNPI Female; Two (2) Unknown Males.

Nine (9) applicants were determined to be finalist: Seven (7) White Males; One (1) AAIANHNPI Male; One (1) Unknown Male.

One (1) White Male candidate was hired for this position. He met all required and preferred qualifications. He has a Master of Music in wind conducting and is ABD in Doctor of Musical Arts program in Instrumental Conducting. He has experience teaching Secondary Methods class for Instrumental Music Education majors. He demonstrated his experience conducting effectively during rehearsal with a student ensemble. During his interview, he demonstrated his knowledge of marching band directions skills. He also has experience with Division I athletics program.

Assistant Professor of Psychology

Selection: Two (2) White Females

The Department of Psychological Science at Central Connecticut State University seeks a full-time, tenure-track Assistant Professor to teach undergraduate and graduate courses in their area of expertise as well as research methods. Candidates are expected to be committed to multiculturalism and work with a diverse student body. The Department takes pride in its commitment to undergraduate and graduate research as well as community engagement. It hosts an active chapter of Psi Chi as well as a student Psychology Club with more than 100 members. Faculty work a 12-hour credit load each semester with some evening classes required, receive support for conference travel, and have access to internal grant competitions (in support of research, professional development, and curriculum enhancement), and are actively mentored by senior colleagues. CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in Psychology. ABD candidates will be considered, but the Ph.D. must be earned by December 31, 2023.
- Ability to teach courses in Health Psychology and Research Methods.
- Evidence of active scholarly research (e.g., publications and presentations at professional conferences).
Programmatic research plan. Demonstrated commitment to serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- College level teaching experience in Research Methods.

Advertised: *Chronicle of Higher Ed., HigherEdJobs.com, Diverse jobs, National Latino/a Psychological Association, Association of Black Psychologists, Psychology Job Wiki, Division 38 Society for Health Psychology List Serve, Society for the Improvement of Psychological Science List Serve, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Twenty-one (21) individuals applied for this position: Seven (7) White Males; Eleven (11) White Females; Two (2) AAIANHNPI Males; One (1) Unknown Male.

Eight (8) applicants were determined to be not qualified: One (1) White Male; Four (4) White Females; Two (2) AAIANHNPI Males; One (1) Unknown Male.

No applicants were determined to be minimally qualified.

Thirteen (13) applicants were determined to be finalist: Six (6) White Males; Seven (7) White Females.

Two (2) White Female non goal candidates were hired for this position.

One (1) White Female had related research, teaching and mentoring experience. She had experience teaching research methods, health psychology, and community psychology courses. She had experience as a community

health psychologist and used community and health psychology models and theories, such as the biopsychosocial model and ecological systems theory, mixed methods research design, and social justice and equity to explore how community and environmental factors impact health, well-being, and access to resources. She also has experience using a variety of advanced research methods and statistical software (e.g., SPSS, R, jamovi).

One (1) White Female conducted research on the reproductive health of unhoused people capable of pregnancy. This research will provide an opportunity for the students to engage in field research in the local community. This aligns with the CCSU's Community MS degree program. She also taught first-generation students, veterans, parents, community college graduates, and student representatives of diverse age ranges, cultural, racial, and socio-economic backgrounds. She has experience teaching undergraduate courses (e.g., Introduction to Psychology, Research Methods, Psychology as a Natural Science, Community Psychology).

Assistant Professor of Communications

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Media Studies in the Department of Communications beginning August 2023. The successful candidate will be able to teach core courses in Media Studies, including Introduction to Mass Media and Media Literacy, and upper-level courses in critical Media Studies in any of the following areas: Gender; Race and Ethnic Studies; Cultural Studies; Media Convergence; Advertising; Animation; Sports; Digital Culture and/or Critical Media Theory. Candidates with expertise in diversity, equity, or inclusion are particularly encouraged to apply. Additional responsibilities include advising students, serving on departmental and campus-wide committees, holding office hours, collaborating with colleagues, and participating in traditional academic functions.

Required Qualifications:

- Ph. D. in media/communication/film studies or a related field. **ABD candidates with a clear plan for completion by August 2023 are encouraged to apply.**
- Evidence of research in the areas of media literacy and/or critical digital media studies
- Evidence of college teaching effectiveness.

Preferred Qualifications:

- Professional or academic experience in areas of media/communication studies
- Able to teach an introductory course in multimedia and/or television production.
- Commitment to serving culturally, ethnically, and linguistically diverse communities.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse Jobs, Spectra, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

One hundred and forty-six (146) individuals applied for this position: Fifty-two (52) White Males; Forty-six (46) White Females; Two (2) Black Males; Three (3) Black Females; Two (2) Hispanic Females; Ten (10) AAIANHNPI Males; Fifteen (15) AAIANHNPI Females; **Three (3) Two or More Males; Two (2) Two or More Females;** Eight (8) Unknown Males; Three (3) Unknown Females.

Seventy (70) applicants were determined to be not qualified: Twenty-three (23) White Males; Seventeen (17) White Females; Two (2) Black Males; Three (3) Black Females; One (1) Hispanic Female; Five (5) AAIANHNPI Males; Nine (9) AAIANHNPI Females; **Three (3) Two or More Males; One (1) Two or More Female;** Five (5) Unknown Males; One (1) Unknown Female.

One (1) Two or More Male did not submit a complete application. He did not provide the required transcripts.

One (1) Two or More Male did not submit a complete application. He did not provide the required cover letter or teaching evaluations.

One (1) Two or More Male did not submit a complete application. He did not provide the required teaching evaluation with his application materials.

One (1) Two or More Female submitted application materials after the closing date.

Forty-nine (49) applicants were determined to be minimally qualified: Nineteen (19) White Males; Seventeen (17) White Females; Five (5) AAIANHNPI Males; Four (4) AAIANHNPI Females; Two (2) Unknown Males; Two (2) Unknown Females.

Twenty-seven (27) applicants were determined to be finalist: Ten (10) White Males; Twelve (12) White Females; One (1) Hispanic Female; Two (2) AAIANHNPI Females; **One (1) Two or More Female**; One (1) Unknown Male.

One (1) Two or More Female failed to demonstrate her ability to maintain a proper timeframe to present her information to the audience including undergraduate students. She did not allow enough time to answer student questions in detail and the students felt that the presentation was not an introductory course.

One (1) White Female non goal candidate was hired for this position. She has experience teaching introductory courses and upper-level courses in media studies including an introductory production course as she has experience producing documentaries and integrate short production projects into her critical media classes. Her teaching presentation on the media representation of pandemic from the silent cinema era during World War I until the recent COVID pandemic was organized, clear, prepared and engaging.

Assistant Professor of Philosophy

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor primarily housed in the Department of Philosophy. The successful candidate will teach undergraduate courses in the Philosophy and Political Science Departments, contributing actively and effectively to service, scholarship, and student growth. We are committed to advancing diversity, equity, and inclusion in our curriculum as well as in our faculty, students, and staff. We seek applicants who can contribute to the furtherance of these goals. CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in Philosophy or Political Science or related discipline (ABD candidates with a plan for completion by December 2023 are encouraged to apply)
- Specialization in the Philosophy of Law including one or more of the following areas of competency: Social and Political Philosophy, Applied Ethics, Political Theory, and Jurisprudence
- Experience teaching courses in philosophy of law and contemporary political theory.

Preferred Qualifications:

- Experience teaching undergraduate courses on social justice, including, but not limited to issues of race, gender, indigeneity, or post-colonialism.
- Demonstrated commitment to promoting equity and inclusion in one’s teaching, scholarship, and service.
- Demonstrated commitment to inclusive and innovative pedagogy.

- Demonstrated commitment to interdisciplinary scholarship and engagement.
- Peer-reviewed publications in Philosophy, Political Science, or related discipline
- Experience collaborating with undergraduate researchers.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse Jobs, PHILJobs.org, APSA e-jobs, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Eighty-three (83) individuals applied for this position: Forty-eight (48) White Males; Fourteen (14) White Females; **Two (2) Hispanic Males;** Four (4) AAIANHNPI Males; One (1) AAIANHNPI Female; **One (1) Two or More Male;** Ten (10) Unknown Males; Three (3) Unknown Unknowns.

Sixty-five (65) applicants were determined to be not qualified: Thirty-nine (39) White Males; Ten (10) White Females; **One (1) Hispanic Male;** Three (3) AAIANHNPI Males; One (1) AAIANHNPI Female; **One (1) Two or More Male;** Seven (7) Unknown Males; Three (3) Unknown Unknowns.

One (1) Hispanic Male submitted an incomplete application. He did not provide the required transcripts.

One (1) Two or More Male submitted an incomplete application. He did not provide the required transcripts and diversity statement.

Ten (10) applicants were determined to be minimally qualified: Six (6) White Males; **One (1) Hispanic Male;** Three (3) Unknown Males.

One (1) Hispanic Male did not have the preferred experience teaching undergraduate courses on social justice, including, issues of race, gender indigeneity, or post-colonialism. He did not have experience collaborating with undergraduate researchers.

Eight (8) applicants were determined to be finalist: Three (3) White Males; Four (4) White Females; One (1) AAIANHNPI Male.

One (1) White Female non goal candidate was hired for this position. She has experience teaching both philosophy and political science courses. During her interview, she demonstrated innovative pedagogy by revamping a game intended to teach undergraduate students John Rawls' theory of justice. She also, demonstrated both an interest and a history of interdisciplinary scholarship and undergraduate mentoring as well as community engagement.

Assistant Professor of Music

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Musicology in the Department of Music beginning in academic year 2023-2024. Responsibilities include teaching all three semesters of the music history sequence required in the music major, additional music history courses for majors, and general education courses for non-majors.

Departmental and University expectations of the person in this position include the following: ongoing evidence of quality teaching and successful recruiting endeavors; demonstrated research and creative activity through regional and national presentations, recordings and/or publications; participation in academic governance and service at both the departmental and university levels as appropriate. CCSU is an inclusive and "student success-centered" institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. or DMA in Musicology or related discipline completed by date of appointment (ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by December 31, 2023)

Preferred Qualifications:

- Experience teaching music history at the university level, with additional preference for candidates with a range of experience encompassing courses for majors and non-majors
- Demonstrated experience with curriculum development in the field of music
- Scholarly presentations and publications appropriate to the field of musicology

Advertised: Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, College Music Society, CCSU Website

The White Male goals and Hispanic Female goals were previously achieved.

Eighty-two (82) individuals applied for this position: Twenty-eight (28) White Males; Thirty-two (32) White Females; One (1) Hispanic Female; Three (3) AAIANHNPI Males; Four (4) AAIANHNPI Females; **Two (2) Two or More Males;** **Three (3) Two or More Females;** Seven (7) Unknown Males; Two (2) Unknown Females.

Nineteen (19) applicants were determined to be not qualified: Seven (7) White Males; Eight (8) White Females; One (1) Hispanic Female; **One (1) Two or More Female;** Two (2) Unknown Males.

One (1) Two or More Female did have the required Ph.D. or DMA in Musicology or related discipline.

Fourteen (14) applicants were determined to be minimally qualified: Three (3) White Males; Five (5) White Females; **Two (2) Two or More Males;** **Two (2) Two or More Females;** One (1) Unknown Male; One (1) Unknown Female.

One (1) Two or More Male and **One (1) Two or More Female** did not have experience teaching music history at the university level and did not have demonstrated experience with curriculum development in the field of music.

One (1) Two or More Male did not have demonstrated experience with scholarly presentations and publications appropriate to the field of musicology.

One (1) Two or More Female did not have experience teaching music history at the university level.

Forty-nine (49) applicants were determined to be finalist: Eighteen (18) White Males; Nineteen (19) White Females; Three (3) AAIANHNPI Males; Four (4) AAIANHNPI Females; Four (4) Unknown Males; One (1) Unknown Female.

One (1) White Female non goal candidate was hired for this position. She met all the required and preferred qualifications. She has a Ph.D. in Music History and Theory. She has experience teaching undergraduate music history sequence, general education courses, and independent studies, and summer graduate seminar. In the creative activity presentation section of the interview, the candidate was organized, articulate, and presented a detailed research area and activity. The presentation was organized for the audience of individuals who were not musicologists. In the sample teaching session, she had the sample class students engaged right away and throughout the class. The use of the class time was effective, efficient, and demonstrated various ways to teach for the varied student body. She provided examples of demonstrated experience in both departmental and course level curriculum.

Assistant Professor Biology

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure-track Assistant Professor, Microbial Ecologist/ Environmental Microbiologist in the Department of Biology beginning academic year 2023-24. We are looking for applicants with a Ph.D. and trained in Microbial Ecology or Environmental Microbiology. The candidate may have a focus in prokaryotic or eukaryotic microbiology or in virology. Candidates with specialties in aquatic or soil microbiology are preferred. We are interested in someone with a focus on biogeochemical cycling, biodegradation of legacy or emerging pollutants from an ecological perspective, or ecological interactions between prokaryotic and eukaryotic organisms.

The person will teach an existing BIO 315, Microbial Ecology, course and develop related courses, as well as contribute to our introductory biology courses for both majors and nonmajors. Additionally, this person will support undergraduate research projects and master's student research theses. The candidate will contribute to the department's environmental science program.

There are many opportunities for field research near Central Connecticut State University. The campus is located within 7 miles of the Connecticut River and the Farmington River, and 45 miles from Long Island Sound. A variety of wetland habitats are nearby including bogs, tidal saltwater wetlands, and tidal brackish wetlands. Several coastal state-protected areas (i.e., Rocky Neck State Park, Hammonasset Beach State Park, and Barn Island Wildlife Management Area) provide salt marsh access to conduct field research and teaching activities. CCSU coordinates the Center for Research and Education at Outer Island (in Long Island Sound) with the U.S. Fish and Wildlife Service's Stewart B. McKinney National Wildlife Refuge and Southern Connecticut State University.

Required Qualifications:

- Ph.D. (or equivalent) in Biology or related discipline. **ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by August 28, 2023.**
- College-level teaching experience in courses as described above.
- Demonstrated commitment to serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- Experience teaching courses in microbial ecology, environmental microbiology, or microbial diversity.
- Teaching experience that includes all aspects of course preparation and full course responsibility for the entire academic term (i.e., experience beyond teaching assistantships and guest lectures).
- College-level teaching experiences in both lower-level and upper-level courses.
- Broadly trained biologist

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, American Society of Microbiology, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Thirty-two (32) individuals applied for this position: Seven (7) White Males; Four (4) White Females; Five (5) Black Males; **One (1) Hispanic Male;** Twelve (12) AAIANHNPI Males; Two (2) AAIANHNPI Females; One (1) Unknown Male.

Five (5) applicants were determined to be not qualified: One (1) White Male; One (1) Black Male; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female.

Twenty (20) applicants were determined to be minimally qualified: Five (5) White Males; One (1) White Female; Four (4) Black Males; **One (1) Hispanic Male;** Eight (8) AAIANHNPI Males; One (1) AAIANHNPI Female.

One (1) Hispanic Male did not have experience teaching at the college level in lower-level or upper-level courses.

Seven (7) applicants were determined to be finalist: One (1) White Male; Three (3) White Females; Two (2) AAIANHNPI Males; One (1) Unknown Male.

One (1) White Female declined offer.

One (1) White Female non goal candidate was hired for this position. She has experience mentoring undergraduate students in research projects. She is published and has research experience in biology. She has professional connections that would be valuable in starting a research program at CCSU. She has experience as an Assistant Research Professor and the Director of Undergraduate Experiential Learning and Outreach Programs at the UCONN Institute of System Genomics. She has also worked as a Postdoctoral Associate in the lab at the UCONN Department of Marine Sciences in Groton, CT.

Assistant Professor Communications

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Health Communication in the Department of Communication beginning August 2023. We are specifically seeking a candidate with a background in health communication and public relations. The successful candidate will be able to teach and develop courses in the area of Health Communication, including introductory, upper-level and graduate courses in any of these related areas: Health Communication, Social Media and Public Relations Research, Communication and Social Influence, Public Relations Strategies & Tactics, Communication and Social Change, Campaign Planning & Evaluation. The successful candidate will also work on campus-based and community-based health and safety initiatives. Candidates with expertise in diversity, equity, or inclusion are particularly encouraged to apply. Additional responsibilities include advising students, serving on departmental and campus-wide committees, holding office hours, collaborating with colleagues, and participating in traditional academic functions.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in Communication, Public Relations, or a related field (**ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by December 31, 2023**).
- Evidence of research and/or professional experience in health communication, public relations and/or social media.
- Evidence of college teaching effectiveness.

Preferred Qualifications:

- Academic/teaching experience in health communication, public relations and/or social media.
- Evidence of professional/teaching activities in the areas of campaign planning and evaluation and event management.
- Evidence of community-engaged scholarship and/or teaching.
- Commitment to serving culturally, ethnically, and linguistically diverse communities.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, Spectra, International Communications Association, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Twelve (12) individuals applied for this position: Three (3) White Males; One (1) White Female; **One (1) Hispanic Male;** One (1) Hispanic Female; One (1) AAIANHNPI Male; Four (4) AAIANHNPI Females; One (1) Unknown Female.

No applicants were determined to be not qualified.

Eight (8) applicants were determined to be minimally qualified: Three (3) White Males; Four (4) AAIANHNPI Females; One (1) Unknown Female.

Four (4) applicants were determined to be finalist: One (1) White Female; **One (1) Hispanic Male;** One (1) Hispanic Female; One (1) AAIANHNPI Male.

One (1) Hispanic Male met all required qualifications but did not meet the preferred qualifications of evidence of professional teaching activities in the areas of campaign planning, evaluation, and event management. His teaching presentation was based upon a humanistic and interpersonal approach to health communication campaigns. His presentation was geared toward graduate level students, but the presentation was not organized and made it difficult to comprehend and was not suitable to graduate-level students that attended. The students felt that the material was challenging and difficult to understand.

One (1) Hispanic Female was offered the position and declined. She accepted a position at another university.

One (1) White Female non goal candidate was hired for this position. She met all required and preferred qualifications. She has experience in Health Communication and can teach Strategic Communication courses. Her teaching presentation was detailed and suitable for the introductory, undergraduate, and graduate level student. She also has community-engagement and grant experience with local organizations.

Assistant Professor of History

Selection: One (1) Black Female

Central Connecticut State University’s History Department invites applications for a full-time tenure-track assistant professor in Public History beginning in Fall 2023. Among the courses the successful candidate will teach are graduate and undergraduate courses in public history, museum studies, and/or American material culture as well as history courses in African American history. The successful candidate will also supervise graduate internships, advise capstone projects, and mentor students interested in public history careers.

The position supports an established public history program that awards a Master of Arts in Public History as well as an undergraduate minor. The program takes particular pride in its relationship with three in-house partners-- the Witness Stones Project, Connecticut League of Historical Organizations, and *Connecticut Explored*. It also has strong ties to other local cultural and historical organizations, including Connecticut State Library, Connecticut Historical

Society, Connecticut State Historic Preservation Office, Connecticut Humanities Council, Harriet Beecher Stowe Center, Amistad Center for Art & Culture, Mashantucket Pequot Museum & Research Center, and Mystic Seaport.

CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Ph.D. in History, Public History, African American Studies, Urban Studies, Ethnic Studies, Cultural Studies, Museum Studies, American Studies, or related discipline (ABD candidates will be considered if they provide evidence of anticipated completion of doctorate by August 31, 2023)
- Evidence of effective teaching at the college level
- Evidence of scholarly activity and achievement
- Evidence of commitment to national, state, or local public history organizations

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, H-Net.org, NCPH.org, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Twenty-nine (29) individuals applied for this position: Eleven (11) White Males; Two (2) White Females; Seven (7) Black Males; Three (3) Black Females; Three (3) AAIANHNPI Males; One (1) AAIANHNPI Female; Two (2) Unknown Males.

Fifteen (15) applicants were determined to be not qualified: Six (6) White Males; One (1) White Female; Four (4) Black Males; One (1) Black Female; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female.

No applicants were determined to be minimally qualified.

Fourteen (14) applicants were determined to be finalist: Five (5) White Males; One (1) White Female; Three (3) Black Males; Two (2) Black Females; One (1) AAIANHNPI Male; Two (2) Unknown Males.

One (1) Black Female non goal candidate was hired for this position. She has both educational credentials and teaching experience in African American history and Public History. She has demonstrated a commitment to both through scholarship, teaching, work, and professional service. She has taught a range of courses, including the undergraduate public history courses that are foundational to our Public History minor, and two graduate courses (Introductory Seminar and Historic Interpretation). She has demonstrated commitment to public history with National Park Service sites and the National Trust for Historic Preservation. She has served on several professional boards, including the National Collaborative for Women’s History Sites. She is a member of the National Council on Public History. She is knowledgeable with the African American history and Black Public history landscape in the Northeast. She has developed a relationship with on-campus community partners and has a vast professional network to African- American professionals in Public History. Her research on black domestic workers is ground-breaking in terms of a topic source identification outside of traditional archival collections and tracing the roots of black women’s activity in and support of the civil rights movement. Her scholarly achievement includes two published scholarly articles (one in press). She has mentored students interested in public history careers. Additionally, she has a BA and MA in the field, a PhD in African American History and has earned a certificate in Public History.

Assistant Professor of Computer Science

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for a full-time, tenure-track Assistant Professor position in the Computer Science (CS) Department beginning August 2023. ABD candidates are encouraged to apply and will be hired at the rank of Instructor. Responsibilities include teaching a wide variety of undergraduate and graduate computer science courses for majors and non- majors, serving on departmental and university committees, advising students, and conducting scholarly research. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph. D. in Computer Science at the time of appointment (**ABD candidates will be hired at the rank of Instructor**)
- Teaching experience
- Publication record commensurate with experience
- Evidence of effective communication skills
- Commitment to serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- Experience in teaching Computer Science 1 and Computer Science 2 courses
- Ability to teach software development courses.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse Jobs, Communications of the ACM, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Eleven (11) individuals applied for this position: One (1) White Male; Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female; Two (2) Unknown Males.

Six (6) applicants were determined to be not qualified: One (1) White Male; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; Two (2) Unknown Males.

Two (2) applicants were determined to be minimally qualified: Two (2) AAIANHNPI Males.

Three (3) applicants were determined to be finalist: Three (3) AAIANHNPI Males.

One (1) AAIANHNPI Male non goal candidate was hired for this position. He met all required qualifications and all preferred qualifications. He has over fifteen years teaching and research experience. His teaching experience covers undergraduate and graduate courses, including Computer Science 1 and 2, Data structures, Software Engineering, and other software development courses. For his interview, he was asked to prepare a lecture type presentation of a topic from Computer Science 1 or Computer Science 2 curriculum. He gave a detailed lecture on one-dimensional arrays. He also has a demonstrated publication record.

Assistant Professor of Manufacturing and Construction Management

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for a full-time, tenure-track Assistant Professor of Construction Management within the Manufacturing and Construction Management department. Successful candidates will be expected to teach undergraduate and graduate courses in Construction Management and contribute actively and effectively to student growth, service, and scholarship. Candidates are also expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Ph.D. in Construction Management, or a construction-related field. *(ABD candidates will be considered if they provide evidence of anticipated completion of degree by August 28, 2023).*
- Two years of full-time industry experience in managing construction field operations
- Excellent oral and written communication skills
- Commitment to serving culturally, ethnically, and linguistically diverse communities.

Preferred Qualifications:

- Evidence of scholarly activity including peer-reviewed publications and funded grant activity
- Two or more years of construction industry experience in the U.S.
- Teaching experience at the university level in the U.S.
- Capable of teaching a variety of construction management subjects and demonstrated expertise in two or more of the following areas: Building Cost Estimating, Building Systems, Mechanical/Electrical/Plumbing (MEP) Systems, Equipment Management, Construction Safety, or Construction Financial Management.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, ASEE, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Twenty-two (22) individuals applied for this position: Four (4) White Males; Five (5) White Females; Two (2) Black Males; One (1) Black Female; Seven (7) AAIANHNPI Males; Three (3) AAIANHNPI Females.

Eighteen (18) applicants were determined to be not qualified: Three (3) White Males; Five (5) White Females; One (1) Black Male; One (1) Black Female; Five (5) AAIANHNPI Males; Three (3) AAIANHNPI Females.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalist: One (1) White Male; One (1) Black Male; Two (2) AAIANHNPI Males.

One (1) AAIANHNPI Male non goal candidate was hired for this position. He meets all required and preferred qualifications. He has professional experience as a state government safety agent and five years of industry background. His expertise is in an area of need for the Manufacturing and Construction Management Department. During his campus interview, the teaching presentation kept students and faculty engaged and positive feedback was received. He is able to teach four of the six identified content areas (Building Cost Estimating, Building Systems, Mechanical, Electrical, Plumbing (MEP) Systems, Equipment Management, Construction Safety, or Construction Financial Management) including safety.

Assistant Professor of Art and Design

Selection: One (1) AAIANHNPI Female

Central Connecticut State University invites applications for a full-time, tenure track Assistant Professor of Design (Graphic Information) in the newly emerged Department of Art & Design. The department seeks a highly qualified applicant in graphic design and digital media, with an emphasis on User experience (UI/UX), augmented and

virtual reality (AR/VR), visual identity, motion graphic, and capstone exhibition, to join the department faculty beginning in August 2023.

The Department of Art & Design seeks a motivated, collaborative, and inclusive individual to teach in a dynamic design program and help extend the design program curriculum with forward thinking in response to contemporary industry practices. Graphic design is an ever evolving and dynamic field consisting of many subspecialties. We seek a colleague who is both engaged in and energized by the challenges and opportunities this creates. Candidates are expected to be design thinkers and makers engaged in a combination of professional practice, research, and classroom innovation, with knowledge and clear approaches to contemporary graphic design, experience design (UI/UX), interaction, motion graphic, and emerging media, Augmented Reality (AR) or Virtual Reality (VR). The successful candidate will teach undergraduates at all levels including capstone projects and graduate courses. The prospective candidate is expected to engage with, inspire, and mentor students, to develop innovative pedagogical and technological approaches, and guide students with design research appropriate in the field.

The candidate must demonstrate active scholarly activities appropriate to the design field, and to support the future development of the design program, department, and university. The candidate is also expected to serve on university committees, participate in curriculum development and other departmental activities and projects, advise students, and contribute to the vibrant and intellectual culture of the university. The candidate is expected to be committed to multiculturalism and working with a diverse student body. CCSU recognizes diversity and inclusivity as fundamental to its mission and integral to design education. CCSU is an inclusive and “student success-centered” institution with an increasingly diverse student body that represents the populations of the communities it serves. We are dedicated to enhancing our innovative practices to increase access, improve retention, engage students in campus life, incorporate high-impact practices, and promote educational achievement and career readiness.

Required Qualifications:

- Terminal Degree (MFA or Ph.D.) in Graphic Design, Visual Design, or a closely related discipline.
- Minimum two years of teaching experience at college/university level Ability to teach three or more of the following: Introductory Level Design, Graphic/Information Design, Advanced Design/Media Theory, Design Practice/Practicum, Capstone design projects, Typography, Exhibition Design, 3-D Design/Animation, Multimedia Design, and Web/On-Line Media Culture.
- Experience and comprehensive understanding of digital technologies in contemporary design practice.
- Demonstrated commitment to serving culturally, ethnically, economically, and linguistically diverse communities.

Preferred Qualifications:

- Expertise in UX design, and development of a collaborative UI/UX curriculum.
- Expertise in emerging media, including 3D, AR, and/or VR.
- Evidence of teaching capstone projects, exhibition design, and planning.

Advertised: *Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, College Art Association, Inside Higher Education, AIGA, UCDA, Design Observer, CSCU Website, CCSU Website*

The White Male goals and Hispanic Female goals were previously achieved.

Nine (9) individuals applied for this position: Four (4) White Males; Two (2) White Females; Two (2) AAIANHNPI Females; One (1) Unknown Male.

Five (5) applicants were determined to be not qualified: Two (2) White Males; One (1) White Female; One (1) AAIANHNPI Female; One (1) Unknown Male.

Two (2) applicants were determined to be minimally qualified: One (1) White Male; One (1) White Female.

Two (2) applicants were determined to be finalist: One (1) White Male; One (1) AAIANHNPI Female.

One (1) AAIANHNPI Female non goal candidate was hired for this position. She met all required qualifications and all preferred qualifications. She has experience teaching interaction design, UI/UX, AR/VR and in using industry-standard design tools. Her teaching experience also includes interactive motion graphics in SoMAD, Adobe After Effect, where she introduced practical film principles, motion techniques, and special visual effects utilized in the film industry. She has made scholarly and conceptual contributions towards UI/UX designs. She has capstone and curatorial experience and collaborations between the university, community, and design-related industry. She has experience developing UX course content and interactive media curriculum that align with industry standards. She has experience compiling teaching reports that detail the design process and learning outcomes and presenting them at design education conferences which were also peer reviewed and published in conference proceedings. Additionally, she has a Master of Fine Arts (MFA) in Graphic Design and a master's degree in computer science.

Assistant Professor of Marriage and Family Therapy

Selection: One (1) AAIANHNPI Female

Central Connecticut State University invites applications for a full-time, tenure-track Assistant Professor in the Department of Counselor Education & Family Therapy beginning August 2023. The successful candidate will teach graduate courses in marriage and family therapy (MFT) and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to social justice, equity and inclusion and working with a diverse student body. The Marriage and Family Therapy program was accredited in 1995 and was licensed as a degree-granting program in 1998. The program supports common factors approach to teaching systems theory and MFT based on the Meta frameworks paradigm.

Responsibilities:

- Teach courses in Master's level COAMFTE-accredited marriage and family therapy program.
- Provide clinical supervision of MFT interns.
- Develop a program of scholarly activities and student advisement.
- Participate in activities necessary for the conduct of Program, Departmental and Institutional affairs.
- The incumbent in this position is expected to be committed to excellence in teaching and demonstrate commitment to social justice, equity, and inclusion.
- Will work collaboratively with faculty and students for the purpose of teaching, research, and program governance.

Required Qualifications:

- Ph.D. in Marriage and Family Therapy (**ABD candidates with a clear plan of completion within one year of appointment are encouraged to apply**).
- Experience in teaching courses in Marriage and Family Therapy
- Qualified to teach core counseling courses (theory and techniques, group counseling, human development)
- Licensed or license eligible in Marriage and Family Therapy in the State of Connecticut
- Clinical experience in Marriage and Family Therapy
- American Association of Marriage and Family Therapy (AAMFT) approved supervisor or candidate designation.

- Demonstrate experience for research and scholarship.

Preferred Qualifications:

- Successful teaching experience in higher education
- Demonstrated experience for mentoring and supervising graduate students.
- Demonstrated capacity to conduct, administer, and sustain research.
- Graduate from a Commission on accreditation for Marriage and Family Therapy Education (COAMFTE) accredited program.

Advertised: Chronicle of Higher Ed., Higheredjobs.com, Diverse jobs, National Council on Family Relations webpage, AAMFT List serve, CCSU Website

The White Male goals and Hispanic Female goals were previously achieved.

Six (6) individuals applied for this position: One (1) White Male; Three (3) White Females; Two (2) AAIANHNPI Females.

One (1) applicant was determined to be not qualified: One (1) White Male.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalist: Three (3) White Females; Two (2) AAIANHNPI Females.

One (1) AAIANHNPI Female non goal candidate was hired for this position. She has nine years of teaching experience in a graduate Marriage and Family Therapy (MFT) Program and four years of teaching experience at the undergraduate level in Human Development and Family Science. She has experience teaching Dysfunctional Family Processes, Systemic Perspectives on Mental Disorders, Counseling Through the Lifespan and Practicum II. Her research project has been published in the Journal of Marital and Family Therapy in 2022 and has been presented at the Annual conferences for AAMFT and the National Council on Family Relations (NCFR). She is a AAMFT approved supervisor and is licensed in the state of Connecticut.

COACHING (EE02)

GOALS:

Hiring	Promotional
1 White Female	None
1 Hispanic Male	
1 Hispanic Female	
1 AAIANHNPI Male	

No hires occurred in this category during the reporting period.

PROFESSIONAL NON-FACULTY (EE03)

GOALS:

Hiring	Promotional
5 White Males	None
3 Black Males	
1 Hispanic Male	
7 AAIANHNPI Males	
4 AAIANHNPI Females	

Access and Security Coordinator

Selection: One (1) White Male

Central Connecticut State University invites applications for an Access and Security Coordinator in Facilities Management. The Access and Security Coordinator provides technical support to the University in the installation, maintenance, and repair of campus security systems, public safety systems, access control systems, and camera systems.

Supervision:

May supervise support staff as assigned.

Position Responsibilities:

- Diagnoses and performs routine repairs or arranges for vendor repair, as appropriate, of all on-campus security systems, public safety systems, access control systems, CCTV systems, and camera systems.
- Coordinates, installs, and maintains all on-campus security systems, public safety systems, access control systems, and CCTV systems.
- Maintains the database for a variety of software programs used to operate campus data networks and maintain repair records. Diagnoses and corrects problems with the electronics relating to the security system software.
- Conducts training as needed.
- Prepares orders and maintains inventory control of parts and supplies related to repairs.
- Supervises the preparation, shipping and tracking of equipment sent for outside vendor repair. Ensures that appropriate documents and records are completed to authorize repair.
- May provide operations assistance in the Card Office.
- Works cooperatively with the Information Technology Department to make sure additions and changes to the network infrastructure are maintained properly.
- Provides assistance to University project managers to review project design drawings for security, camera, and access control systems.
- Performs other duties and responsibilities related to those enumerated above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor’s Degree in computer science, engineering, or a related area and three years of experience in work involving diagnosis and repair of security, public safety and/or access control systems.
- Experience in microcomputer networking and telecommunications.

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications:

- Prior training in microcomputer repair by major manufacturers preferred.

Special Requirement:

- Must be available for weekend and/or evening work.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website*

Five (5) individuals applied for this position: Three (3) White Males; Two (2) White Females.

One (1) applicant was determined to be not qualified: One (1) White Female.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalists: Three (3) White Males; One (1) White Female.

One (1) White Male goal candidate was hired for this position. **This hire met the first of five (5) White Male goals in the Professional Non-Faculty category.**

Programmer Analyst

Selection: Two (2) White Males

Central Connecticut State University invites applications for three Programmer Analysts, two of which will be in the Department of Information Technology and one will be in Enrollment Management. This position gathers, analyzes, and documents user requirements; develops, tests, and supports software programs according to user requirements; and administers, maintains, and enhances the security of the software programs.

Supervision: May supervise support staff.

Position Responsibilities:

- Gathers, analyzes, and documents user requirements and specifications.
- Performs design, coding, and support of software programs according to user requirements and specifications.
- Develops test scenarios and conducts unit and integration testing of software programs.
Administers, maintains, and enhances the security of software programs.
- Develops and maintains appropriate documentation on requirements, specifications, testing procedures, and program configurations.
- Provides end users with application level and technical support.
- Maintains and supports organization's files, reports, and/or any other reporting mechanisms as needed.
Produces special reports as required.
- Assists the installation, configuration, administration, maintenance, and support of software development, testing, and production environments.
- Monitors the ongoing operation and performs activities to assist with performance tuning and troubleshooting application issues. Assure the performance and features of the information systems.
- Works closely with other application developers and/or outside service providers to support operations and implement new technology solutions to meet the organization's needs.
- Performs other duties and responsibilities related to those described above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree in Computer Science or related area and 3 years of experience with responsibilities involving design, implementation, testing, and maintenance of software programs according to user requirements and specifications.
- Familiarity with one or more operating systems, and one or more programming languages.
- Knowledge of relational database concepts.
- Experience with one or more similar enterprise reporting tools such as MS Access, Oracle Hyperion, Quest Toad and Datapoint, TIBCO WebFocus.
- Experience with web technologies.
- Experience with one or more the following technologies: J2EE/JAVA, XML, SQL, Oracle, data modeling, configuration management and object-oriented methodology tools.
- Excellent customer service and communication skills.
- Ability to work with people of various backgrounds and on all levels of technical knowledge.
- Strong organizational, analytical, and problem-solving skills.
- Ability to work with minimal supervision, to work on multiple tasks, and to work effectively as part of a team.

Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: *Chronicle of Higher Ed, HigherEdJobs.com, Diverse Jobs, CCSU Website*

Forty-seven (47) individuals applied for this position: Seventeen (17) White Males; Two (2) White Females; Two (2) Black Males; One (1) Hispanic Female; Ten (10) AAIANHNPI Males; Seven (7) AAIANHNPI Females; One (1) Two or More Male; One (1) Two or More Female; Two (2) Unknown Males; One (1) Unknown Female; Three (3) Unknown Unknowns.

Thirty-six (36) applicants were determined to be not qualified: Twelve (12) White Males; Two (2) Black Males; One (1) Hispanic Female; Eight (8) AAIANHNPI Males; Six (6) AAIANHNPI Females; One (1) Two or More Male; One (1) Two or More Female; Two (2) Unknown Males; One (1) Unknown Female; Two (2) Unknown Unknowns.

No applicants were determined to be minimally qualified.

Eleven (11) applicants were determined to be finalists: Five (5) White Males; Two (2) White Females; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; One (1) Unknown Unknown.

Two (2) White Male goal candidates were hired for this position. These hires met the second and third goals out of five (5) White Males in the Professional Non-Faculty category.

Administrative Faculty Program Associate Student Center

Selection: One (1) White Male and One (1) AAIANHNPI Female

Central Connecticut State University invites applications for two Administrative Faculty Program Associate in the Student Center. This is an entry level position whose incumbents perform a variety of basic operational duties of a unit or program or provide support in the performance of more complex duties assigned to employees of a higher grade.

This Student Center position assists in providing services and facilities, and support of nonacademic events that facilitate student engagement and fosters institutional connection.

Supervision Received

Works under the immediate supervision of an employee of higher grade.

Supervision Exercised

Incumbents of this class are not assigned lead or supervisory duties. Incumbents may provide basic direction to Student Workers, Graduate Assistants, Graduate Interns, and/or Cooperative Educational Interns.

Position Responsibilities:

- Performs a variety of basic operational in the Student Center.
- Performs a variety of increasingly difficult duties as knowledge, skills, and abilities are acquired of unit and/or programmatic operations, processes, and procedures.
- Participates in a variety of learning opportunities such as trainings, conferences, committees, and meetings.
- May assist employees of a higher grade in the completion of routine assignments such as planning, coordinating, preparing, and executing services, programs, and events.
- May conduct outreach, surveys, referrals and/or other customer service functions.
- May draft correspondence or other communications including media publications.
- May assist in the administration of University events such as Open Houses, Admitted Students Days, Commencement, Student Showcases, Orientations, and Guest Lectures.
- May provide basic direction to Student Workers, Graduate Assistants, Graduate Interns, and/or Cooperative Educational Interns.
- May collect, analyze, and maintain data, databases and other record keeping; prepare and present reports.
- Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Knowledge, Skills, and Abilities

Knowledge, skills, and abilities attributed to a formal educational program of study; Knowledge of and ability to apply principles and practices of designated unit and/or program; Demonstrated technical skills; Knowledge of and ability to apply Federal and State laws and regulations as well as University and BOR/CSCU policies and procedures; Knowledge of and ability to apply best practices of designated unit and/or program; Considerable ability to use appropriate equipment, computerized systems, platforms and software; Considerable interpersonal and presentation skills; Considerable oral and written communication skills; Considerable ability to collect, analyze and prepare data; Considerable ability to prepare reports and other materials.

Work Environment

Incumbents typically perform their work indoors, on campus, and in-person; may be required to work evenings and weekends; may be required to work outdoors; may be required to lift equipment, educational, training, or other materials; may be exposed to some risk of injury from equipment and/or in the engagement in technical services.

Required Qualifications:

- Bachelor's degree from an accredited institution in related area.
- Two (2) years of professional experience in the performance of entry level duties as assigned to designated unit and/or program.
- Note: Graduate Intern and/or Graduate Assistant experience in the area of study and/or practice of the designated unit and/or program shall be prorated as appropriate.
- Substitution Allowed: Successful completion of an approved Administrative Faculty Trainee program shall substitute for minimal qualifications.
- Certifications and successful completion of training programs may be required prior to or during appointment.

Preferred Qualifications:

- Experience with Event Management Software or other scheduling or event program software similar.
- Experience event planning or logistics experience.
- Proficiency using Microsoft Office Suite including calendaring, Teams, and Adobe.

Advertisements: Higheredjobs.com, Chronicle of Higher Ed., Diverse Jobs, ACUI.org, CCSU Website.

Sixty-two (62) individuals applied for this position: Fifteen (15) White Males; Sixteen (16) White Females; Three (3) Black Males; Six (6) Black Females; Five (5) Hispanic Males; Two (2) Hispanic Females; Two (2) AAIANHNPI Males; Seven (7) AAIANHNPI Females; One (1) Two or More Male; Two (2) Two or More Females; Three (3) Unknown Females.

Forty-six (46) applicants were determined to be not qualified: Eleven (11) White Males; Thirteen (13) White Females; Three (3) Black Males; Four (4) Black Females; Four (4) Hispanic Males; Two (2) AAIANHNPI Males; Six (6) AAIANHNPI Females; One (1) Two or More Male; Two (2) Unknown Females.

Three (3) applicants were determined to be minimally qualified: One (1) White Female; One (1) Black Female; One (1) Two or More Female.

Thirteen (13) applicants were determined to be finalists: Four (4) White Males; Two (2) White Females; One (1) Black Female; One (1) Hispanic Male; Two (2) Hispanic Females; One (1) AAIANHNPI Female; One (1) Two or More Female; One (1) Unknown Female.

One (1) White Male goal candidate was hired for this position. This hire met the fourth of five White Male goals for the Professional Non-Faculty category.

One (1) AAIANHNPI Female goal candidate was hired for this position. This hire met the first of four (4) AAIANHNPI Female goals in the Professional Non-Faculty category.

Assistant Librarian

Selection: One (1) White Male

Central Connecticut State University's Elihu Burritt Library seeks applicants who are knowledgeable, resourceful, and service oriented for a full-time, Assistant Librarian position. CCSU Librarians play an integral role in providing an array of library services to our students, faculty, and staff.

About Elihu Burritt Library

The academic focal point of every University community is its library. CCSU's Elihu Burritt Library provides students with information and materials needed to complete assigned classwork and research. The library provides a comfortable and productive space that allows students to work on assignments and research while having research assistance and library materials at their fingertips. For more information about Central Connecticut State University's Elihu Burritt Library, please visit CCSU Elihu Burritt Library.

Position Profile

This position is expected to lead a team of dedicated library professionals and student workers assigned to Access Services. Daily tasks include automated circulation system, electronic reserves, ExLibris' ALMA Fulfilment module, interlibrary loan activities including lending and borrowing, collection of fees, statuses of student borrowers, customer service and dispute resolution as well as other administrative duties including data collection and reporting writing. Incumbent is expected to support all library functions as needed.

Required Qualifications:

- All applicants must possess an advanced degree in Library Science or a closely related field from an accredited university.

- Applicants who do not possess a Doctorate or terminal degree must additionally possess at least three (3) years of full-time service in a college or university at a rank of Staff Librarian or above with an additional full year of study above the master's level.

Preferred Qualifications:

- Master of Library Science (MLS) or Master of Library and Information Services (MLIS) degree from an American Library Association (ALA) accredited program.
- Two (2) years of experience leading a team of professional and student employees.
- Exemplary customer service.

Experience with:

- Stacks management and inventory control
- Service point scheduling for the Circulation Desk
- Ex Libris' integrated library system ALMA
- Interlibrary loan and/or resource sharing
- Course reserves management
- Copyright laws
- Productivity software, such as Microsoft Office, Adobe Acrobat, and Springshare Suite of products (LibGuides, LibAnswers, LibCal, for example)
- Resolution of library information technology challenges in collaboration with the Systems Librarian and the university's information technology department
- Report writing and analytics.
- Radio-Frequency Identification (RFID) tagging technology for asset management.

Advertisements: *Higheredjobs.com, Chronicle of Higher Ed., Diverse Jobs, CCSU Website, Library Job line, Code4lib Job Board, BCALA (Black Caucus/American Library Association, CSL-CONNtech, ALA/ACRL.*

Twenty-five (25) individuals applied for this position: Seven (7) White Males; Eleven (11) White Females; One (1) Black Male; Two (2) Hispanic Females; One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; One (1) Two or More Male; One (1) Unknown Female.

Five (5) applicants were determined to be not qualified: Two (2) White Males; Two (2) White Females; One (1) AAIANHNPI Male.

Ten (10) applicants were determined to be minimally qualified: Two (2) White Males; Three (3) White Females; Two (2) Hispanic Females; One (1) AAIANHNPI Female; One (1) Two or More Male; One (1) Unknown Female.

Ten (10) applicants were determined to be finalists: Three (3) White Males; Six (6) White Females; One (1) Black Male.

One (1) White Male goal candidate was hired for this position. **This hire met the fifth of five (5) White Male goals in the Professional Non-Faculty category.**

Social Media and Digital Marketing Coordinator

Selection: One (1) Black Male

Central Connecticut State University invites applications for a Social-Media and Digital Marketing Coordinator in University Marketing and Communications. The Social-Media and Digital Marketing Coordinator develops, implements, and monitors the effectiveness of social media and digital marketing programs under the direction of the Director of Marketing or his/her designee and assists in executing related marketing initiatives.

Supervision: May supervise professional and support staff.

Position Responsibilities:

- Manages Central Connecticut State University's (CCSU) official accounts on Facebook, Twitter, LinkedIn, Instagram, and other social media platforms.
- Posts content to official pages on a scheduled basis.
- Tracks/analyzes social media and web effectiveness using Google Analytics and other tools.
- Works with the Director of Marketing and other colleagues to implement advertising strategies for Facebook and other digital platforms.
- Places paid advertising with guidance and approval of the Director of Marketing.
- Provides social media training and technical support to faculty and staff as needed.
- Researches and recommends strategies for engaging emerging social media platforms.
- Works with Media Services to maintain CCSU's YouTube channel(s).
- Coordinates updates for selected University publications.
- Updates YouVisit virtual tour.
- Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- B.A./B.S. degree in communication, marketing, or related field and four years of experience in developing and executing social media and/or digital marketing strategies.
- Excellent communication, organizational, and interpersonal skills.

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualification:

- Related marketing experience.

Advertisements: *Chronicle of Higher Ed, Higherjobs.com, Diverse Jobs, CCSU Website.*

The White Male goals were previously achieved.

Forty-three (43) individuals applied for this position: Nine (9) White Males; Fourteen (14) White Females; **One (1) Black Male;** Six (6) Black Females; One (1) Hispanic Female; **Two (2) AAIANHNPI Males; Two (2) AAIANHNPI Females;** One (1) Two or More Female; Four (4) Unknown Males; Two (2) Unknown Females; One (1) Unknown Unknown.

Thirty-one (31) applicants were determined to be not qualified: Seven (7) White Males; Eleven (11) White Females; Four (4) Black Females; One (1) Hispanic Female; **One (1) AAIANHNPI Male; One (1) AAIANHNPI Female;** Four (4) Unknown Males; One (1) Unknown Female; One (1) Unknown Unknown.

No applicants were determined to be minimally qualified.

Twelve (12) applicants were determined to be finalists: Two (2) White Males; Three (3) White Females; **One (1) Black Male;** Two (2) Black Females; **One (1) AAIANHNPI Male; One (1) AAIANHNPI Female;** One (1) Two or More Female; One (1) Unknown Female.

One (1) Black Male goal candidate was hired for this position. **This hire met the first of three (3) Black Male goals in the Professional Non-Faculty category.**

Director of Student Conduct

Selection: One (1) Black Male

One (1) individual applied for this position: One (1) Black Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) Black Male.

One (1) Black Male goal candidate was hired for this position. This was a contractual agreement with SUOAF to reinstate this employee. **This hire met the second of three (3) Black Male goals in the Professional Non-Faculty category.**

Environmental Health and Safety Coordinator

Selection: One (1) Black Male

One (1) individual applied for this position: One (1) Black Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) Black Male.

One (1) Black Male goal candidate was hired for this position. This was a contractual search with vacancies available to internal SUOAF candidates only. **This hire met the third of three (3) Black Male goals in the Professional Non-Faculty category.**

Administrative Faculty Program Associate

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for the vacant Administrative Faculty Program Associate position in the Office of Institutional Research and Assessment. We are seeking a highly motivated and data-oriented individual seeking to support a dedicated team of professionals to collect, analyze, organize, and disseminate data and institution information to support the University and its Mission. This position entails collaborating and building relationships with Faculty and Staff throughout the campus community. The Program Associate is an entry level position who performs a variety of basic operational duties and tasks in support of staff as they prepare information for reports and assessment activities, as well as ensure the accuracy of data.

About CCSU's Office of Institutional Research and Assessment

The Office of Institutional Research and Assessment (OIRA) collects, analyzes, organizes, and disseminates data and institutional information to support the University. OIRA is also responsible for campus-wide coordination of assessment activities and assists in the development of a culture of assessment directed at continuous improvement based on data-driven decisions and adjustments.

Knowledge, skills, and abilities

- Knowledge of and ability to utilize office equipment, including computerized systems, databases, platforms, and software such as Microsoft Suite.
- Considerable interpersonal, presentational, oral, and written communication skills.
- Good customer service skills and the ability to manage multiple projects at the same time.
- Considerable ability to collect, analyze, and present data as well as prepare reports and other written materials.

Required Qualifications:

- Bachelor's degree from an accredited institution in a discipline that is reliant on using data and/or communication skills.
- Applicants must have at least two years of full-time, or equivalent part-time, experience in office management, office administration, business administration or business management or experience in research conducting data identification, collection, analysis and interpretation.

Note: *Professional experience on a prorated basis may include Graduate Assistantships and or student internships/mentors. Professional experience is defined performing duties and tasks related to collecting, managing, using, or reporting data/information as well as experience working with the public.*

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, NEAIR Website, ConnAIR electronic mailing list, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Nineteen (19) individuals applied for this position: Four (4) White Males; Eight (8) White Females; One (1) Black Male; One (1) Black Female; **One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females;** One (1) Two or More Male; One (1) Unknown Male.

Fourteen (14) applicants were determined to be not qualified: Four (4) White Males; Seven (7) White Females; One (1) Black Male; One (1) Black Female; One (1) Two or More Male.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalists: One (1) White Female; One (1) AAIANHNPI Male; **Two (2) AAIANHNPI Females;** One (1) Unknown Male.

One (1) AAIANHNPI Male goal candidate was hired for this position. **This hire met the first of seven (7) AAIANHNPI Male goals in the Professional Non-Faculty category.**

Administrative Faculty Program Associate

Selection: One (1) AAIANHNPI Male

Central Connecticut State University invites applications for the vacant Administrative Faculty Program Associate position in the Office of Institutional Research and Assessment. We are seeking a highly motivated and data-oriented individual seeking to support a dedicated team of professionals to collect, analyze, organize, and disseminate data and institution information to support the University and its Mission. This position entails collaborating and building relationships with Faculty and Staff throughout the campus community.

The Program Associate is an entry level position who performs a variety of basic operational duties and tasks in support of staff as they prepare information for reports and assessment activities, as well as ensure the accuracy of data.

About CCSU's Office of Institutional Research and Assessment

The Office of Institutional Research and Assessment (OIRA) collects, analyzes, organizes, and disseminates data and institutional information to support the University. OIRA is also responsible for campus-wide coordination of assessment activities and assists in the development of a culture of assessment directed at continuous improvement based on data-driven decisions and adjustments.

Knowledge, skills, and abilities

- Knowledge of and ability to utilize office equipment, including computerized systems, databases, platforms, and software such as Microsoft Suite.

- Considerable interpersonal, presentational, oral, and written communication skills.
- Good customer service skills and the ability to manage multiple projects at the same time.
- Considerable ability to collect, analyze, and present data as well as prepare reports and other written materials.

Required Qualifications:

- Education: Bachelor’s degree from an accredited institution in a discipline that is reliant on using data and/or communication skills.
- Applicants must have at least two years of full-time, or equivalent part-time, experience in office management, office administration, business administration or business management or experience in research conducting data identification, collection, analysis, and interpretation.

Note: *Professional experience on a prorated basis may include Graduate Assistantships and or student internships/mentors. Professional experience is defined performing duties and tasks related to collecting, managing, using, or reporting data/information as well as experience working with the public.*

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, Dice.com, LinkedIn, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Fourteen (14) individuals applied for this position: Five (5) White Males; One (1) White Female; One (1) Black Male; One (1) Black Female; **One (1) Hispanic Male;** Two (2) Hispanic Females; **Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female.**

Four (4) applicants were determined to be not qualified: One (1) White Male; One (1) White Female; One (1) Black Female; One (1) Hispanic Female.

Three (3) applicants were determined to be minimally qualified: One (1) Black Male; **One (1) Hispanic Male; One (1) AAIANHNPI Male.**

Seven (7) applicants were determined to be finalists: Four (4) White Males; One (1) Hispanic Female; **One (1) AAIANHNPI Male; One (1) AAIANHNPI Female.**

One (1) AAIANHNPI Male goal candidate was hired for this position. **This hire met the second of seven (7) AAIANHNPI Male goals in the Professional Non-Faculty category.**

Customer Support Center Coordinator

Selection: One (1) White Male

Central Connecticut State University invites applications for a full-time Customer Support Center Coordinator within the Client Support Services Team in the Information Technology Department. The successful candidate will oversee and direct the daily operations of the Information Technology Service Desk.

Position Profile

The successful candidate will lead a team of dedicated professionals and student workers assigned to the IT Service Desk, ensuring an outstanding unified user support service delivery. The incumbent will be an integral part of the overall IT team seeking ways to improve user experience while contributing to the development of strategies for best practices and maintaining industry standards.

Knowledge, Skills, and Abilities

- Applicants must demonstrate operating system level knowledge of computers (PC and Apple), hardware, software installation, microcomputer application support, migration planning and implementation.
- Applicants must possess effective communication, interpersonal analytical, and customer service skills.

Required Qualifications:

- Education: All applicants must possess a bachelor's degree in Computer Science, Engineering, Information Systems, or a closely related field.
- Experience and Training: Applicants must have demonstrated four (4) years of professional information technology experience supporting networked microcomputers such as laptops and desktops, mobile phones, notebooks, workstations, and embedded systems.

Preferred Qualifications:

- Master's Degree in Computer Science, Engineering, Information Systems, or a closely related field.
- Professional information technology experience supporting networked microcomputers such as laptops and desktops, mobile phones, notebooks, workstations, and embedded systems at a college or university.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website, NERCOMP.org, SIGUCCS listserv.*

The White Male goals and Black Male goals were previously achieved.

Eight (8) individuals applied for this position: Three (3) White Males; One (1) White Female; One (1) Black Male; **One (1) AAIAHNPI Female;** One (1) Two or More Male; One (1) Unknown Male.

Six (6) applicants were determined to be not qualified: Two (2) White Males; One (1) White Female; **One (1) AAIAHNPI Female;** One (1) Two or More Male; One (1) Unknown Male.

One (1) AAIAHNPI Female does not meet the required qualifications. She does not have four (4) years professional information technology experience.

No applicants were determined to be minimally qualified.

Two (2) applicants were determined to be finalists: One (1) Black Male; One (1) White Male.

One (1) White Male candidate was hired for this position. He has knowledge in both Mac and Windows within the information technology environment and experience in providing support both one on one and group settings. He has experience with remote support, network solutions, and limitations in an educational environment and print servers including Xerox and Papercut from configuration to client support.

Assistant Dean School of Business

Selection: One (1) White Male

Central Connecticut State University invites applications for two, full-time Assistant Deans to join our AACSB accredited School of Business. We seek applicants who will prepare the next generation of business professionals by empowering our students for success in the workforce of today and tomorrow.

About CCSU's School of Business

Central Connecticut State University's School of Business is an accredited member of AACSB International-The Association of Advance Collegiate Schools of Business. Only six percent of business programs world-wide have attained this prestigious distinction. Central Connecticut State University's School of Business provides high quality, affordable, and accessible educational programs for undergraduate and graduate students from Central Connecticut and the greater Northeast region.

Position Profile

This is a working level position that assists the Dean in the performance of a range of routine to complex tasks in the overall administration of the School of Business. Incumbents may be assigned one or more specific areas of focus such as accreditation, assessment, enrollment and retention, personnel, student and faculty support, budgeting, course scheduling and management, student case management as well as program development, implementation, and assessment.

Knowledge, Skills, and Abilities

Considerable knowledge of and ability to apply principles and practices of academic affairs including accreditation; Considerable knowledge of and ability to apply Federal and State laws and regulations, including FERPA, Title IX, VAWA, Clery, Title VI, Title VII, ADA, USERRA as well as University and CSCU policies and procedures; Considerable knowledge of academic and career development and student success including community engagement; Considerable ability to apply best practices in working with and addressing the needs of specialized student populations; Demonstrated knowledge of multicultural and social justice competencies; Knowledge of and ability to apply principles and practices of University administration including budgeting, purchasing, contracting, and service delivery. Considerable ability to use appropriate equipment, computerized systems, platforms and software; Considerable interpersonal and presentation skills; Considerable oral and written communication skills; Considerable ability to collect, analyze and prepare data; Considerable ability to utilize data to assist with strategic decision making; Considerable ability to prepare reports and other materials.

Required Qualifications:

Education:

- All Applicants must possess a Master's degree in Business, Education, Counseling, Higher Education Leadership or a closely related field.

Experience and Training:

- Applicants must have demonstrated four (4) years of professional experience in the administration, operations, programs, and service delivery within academic affairs in a college or University setting.

Preferred Qualifications:

- Demonstrated knowledge of and experience with AACSB accreditation, assessment, and continuous improvement.

Advertisements: *Higheredjobs.com, CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Thirty-one (31) individuals applied for this position: Eight (8) White Males; Three (3) White Females; Four (4) Black Males; One (1) Black Female; **Two (2) Hispanic Males;** Two (2) Hispanic Females; **Three (3) AAIANHNPI Females;** Three (3) Two or More Males; Two (2) Two or More Females; One (1) Unknown Male; Two (2) Unknown Females.

Twenty-four (24) applicants were determined to be not qualified: Six (6) White Males; Three (3) White Females; Four (4) Black Males; One (1) Black Female; **Two (2) Hispanic Males;** Two (2) Hispanic Females; **Three (3) AAIANHNPI Females;** One (1) Two or More Male; Two (2) Two or More Females.

Two (2) Hispanic Males and **One (1) AAIANHNPI Female** did not have the demonstrated four (4) years of professional experience in the administration, operations, programs, and service delivery within academic affairs in a college or University setting.

One (1) AAIANHNPI Female submitted an application that indicated a different position on her cover letter.

One (1) AAIANHNPI Female submitted an incomplete application. She did not provide the required cover letter.

No applicants were determined to be minimally qualified.

Seven (7) applicants were determined to be finalists: Two (2) White Males; Two (2) Two or More Males; One (1) Unknown Male; Two (2) Unknown Females.

One (1) White Male candidate was hired for this position. He met all minimum and preferred qualifications. He has experience working with students and their families, faculty, and university departments. He has experience with new faculty onboarding, mentoring, and faculty advising. He has experience developing plans that assist at risk students. He shared that he created a course scheduling model in Excel that looked at enrollment trends and projected the need for several course offerings. He is knowledgeable in managing data and using predictive analytics for course scheduling. He emphasized his time management ability in prioritizing daily routine and special projects. He is knowledgeable of AACSB and AOL processes where he was responsible for two cycles of closing the loop for the M.S. in Organization Leadership at Quinnipiac University.

Academic Lab Specialist

Selection: One (1) White Male

Central Connecticut State University invites applications to join the Department of Physics and Engineering Physics as a full-time Academic Laboratory Specialist (ALS). We seek applicants who can assist with the smooth operation of the department's undergraduate and research labs by maintaining equipment and providing the day-to-day technical needs of the department. The Department of Physics and Engineering Physics offers comprehensive programs in physics leading to a B.S in Physics, with various concentrations. Research areas include nanomaterials, liquid crystals, atmospheric science, and energy storage devices.

Position Profile

The successful candidate will be responsible for maintaining the department's laboratories and support facilities including an inventory of equipment and supplies. The incumbent will ensure a proper maintenance schedule for equipment and prepare laboratories for instructional use, and manage hazardous wastes generated by department research and teaching activities.

Required Qualifications:

Education:

- Bachelor's degree in physics or related field.

Experience and Training:

- Applicants must have three years of experience in a physics laboratory or related technical, education, or research work in physics/engineering.
- Applicants must have the ability to work independently, manage multiple tasks and make responsible fiscal and safety decisions.

Preferred Qualifications:

- Master's degree in physics or related field
- Additional technical experience in a laboratory involving operation and maintenance of scientific equipment.
- Supervisory experience of laboratory personnel.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higherjobs.com, CCSU Website*

The White Male Goals and Black Male Goals where previously achieved.

Twenty (20) individuals applied for this position: Two (2) White Males; One (1) White Female; Three (3) Black Males; **One (1) Hispanic Male; Six (6) AAIANHNPI Males;** Two (2) Two or More Males; One (1) Unknown Male; Four (4) Unknown Unknowns.

Seven (7) applicants were determined to be not qualified: One (1) White Female; **One (1) Hispanic Male; One (1) AAIANHNPI Male;** Four (4) Unknown Unknowns.

One (1) Hispanic Male did not meet the required qualification. He did not have three (3) years of experience in a physics laboratory or related technical, education, or research work in physics/engineering.

One (1) AAIANHNPI Male did not meet the required qualification. His application paperwork did not indicate his ability to work independently, manage multiple tasks and make responsible fiscal and safety decisions.

Four (4) applicants were determined to be minimally qualified: One (1) Black Male; **Three (3) AAIANHNPI Males.**

Three (3) AAIANHNPI Males did not meet the preferred qualifications of having technical experience in a laboratory involving operation and maintenance of scientific equipment and they did not have supervisory experience overseeing laboratory personnel.

Nine (9) applicants were determined to be finalist: Two (2) White Males; Two (2) Black Males; **Two (2) AAIANHNPI Males;** Two (2) Two or More Males; One (1) Unknown Male.

Two (2) AAIANHNPI Males during the interview could not demonstrate or provide detailed examples of how they would properly maintain equipment and prepare laboratories for instructional use, and manage hazardous wastes generated by department research and teaching activities. They both did not provide examples when asked this question.

One (1) White Male candidate was hired for this position. He has fourteen years of service in the United States Coast Guard, ten of which include responsible supervisory duties. He has experience managing teams of up to six people aboard tall ships, cutters, and icebreakers. He has been responsible for personnel matters, operational and safety training, and oversight equipment worth over a million dollars. He has experience in operating, repairing, and maintaining a wide variety of electrical and mechanical equipment that is similar to the operation of our physics laboratories. His duties also included managing inventory, maintenance scheduling, and replacement of major systems.

Athletics Equipment Manager

Selection: One (1) White Male

Central Connecticut State University, a NCAA Division 1 institution, and a member of the Northeast Conference invites applications for a full time Athletics Equipment Manager in the department of Athletics. The Athletics Equipment Manager will play a vital role in managing and coordinating all operations of the equipment room including the maintenance of all equipment.

Position Profile

The Athletics Equipment Manager will be responsible for all operations of the equipment room for Athletics including the maintenance of all athletic equipment through repair, inventory, proper securing in all athletic facilities and supervision of equipment room staff. Assists all head and assistant coaches in preparing their annual budget for equipment and supplies in conjunction with the Director of Business Services. Advises coaches and the Director of Athletics on the ordering and standardizing of athletic uniforms to ensure compliance with NCAA regulation.

Manages all laundry operations for athletics needs including the maintenance of equipment, purchasing laundry supplies, and securing vendors as necessary. The successful incumbent will maintain a computerized inventory system and conduct quarterly inventory of all Athletics supplies and equipment. Due to the nature of events, flexibility in work schedules is required. Applicants must have a valid driver's license and the ability to lift 100 pounds required.

Required Qualifications:

Education

- All applicants must possess a bachelor’s degree from an accredited college or University.

Experience and Training:

- Three (3) years’ experience in Athletic Equipment Management in a university or sports environment. Demonstrated knowledge of athletic equipment and supplies used in Athletics as well as equipment standards for health and safety.
- Demonstrated inventory management and organizational skills.
- Excellent interpersonal and communication skills.

Preferred Qualifications:

- Previous Athletics Equipment Manager experience, including supervision of staff and experience working in a collegiate athletics department.
- Demonstrated experience with inventory software.

Advertisements: Higheredjobs.com, Chronicle of Higher Ed., Diverse Jobs, CCSU Website

The White Male Goals and Black Male Goals where previously achieved.

Ten (10) individuals applied for this position: Six (6) White Males; Two (2) White Females; One (1) Black Female; One (1) Unknown Male.

Eight (8) applicants were determined to be not qualified: Five (5) White Males; One (1) White Female; One (1) Black Female; One (1) Unknown Male.

No applicants were determined to be minimally qualified.

Two (2) applicants were determined to be finalists: One (1) White Male; One (1) White Female.

One (1) White Male candidate was hired for this position. He has twenty (20) years of athletic experience. He explained how he prepared annual budgets for equipment and supplies. He discussed how he recruits and trains staff to work in the equipment room. He discussed managing and coordinating all operations of the equipment room including the maintenance of all equipment. He provided detailed information regarding players helmets. He explained how you must use an air pump to get the proper fit with some player’s helmets to ensure safety. He also has experience at the Athletic Division 1, 2, and 3 levels.

Assistant Director of Alumni Relations

Selection: One (1) White Male

One (1) individual applied for this position: One (1) White Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Male.

One (1) White Male candidate was hired for this position. This was a contractual search with vacancies available to internal SUOAF candidates only.

Administrative Operations Assistant - Human Resources

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time Administrative Operations Assistant in the Human Resources Department. The incumbent of this position reports directly to the Chief Human Resources Officer. The Administrative Operations Assistant is primarily responsible for day-to-day administrative duties and record management of Student Worker's which plays a crucial role in supporting the Human Resources department.

About the Human Resources Department

The CCSU Human Resources Department contributes to the overall mission of the University by creating a supportive culture for faculty and staff and by providing meaningful input into important decisions affecting the development of the total student as well as the University's service to all of its constituents.

We are dedicated to the health, well-being, and personal and professional growth of our faculty and staff. We will provide sound and responsive advice and consultation; accurate information; and efficient and courteous service in order to motivate and support the faculty and staff who serve our student and the community. Human Resources staff will model respectful and ethical behavior, provide a welcoming and positive work environment, encourage diversity, and create value-added training and professional development opportunities, while recognizing the need for innovation and flexibility as the needs of our workforce change.

Position Profile

This is an exciting opportunity for an individual with professional administrative experience looking to kickstart their career in the Human Resources field and thrive in a dynamic environment. In this position, the successful candidate will be expected to provide ongoing support to our student workforce, including customer support, onboarding, and record management.

Required Qualifications:

- Two (2) years of direct administrative support experience in a professional organization or setting.
- Excellent interpersonal skills.
- Highly proficient in Information Technology Systems (Microsoft Office, Google Workspace, and iWork)

Preferred Qualifications:

- Bachelor's Degree
- Experience working in an academic environment.

Advertisements: *Chronicle of Higher Ed, HigherEdJobs.com, CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Eighteen (18) individuals applied for this position: Two (2) White Males; Twelve (12) White Females; One (1) Black Female; One (1) Hispanic Female; **One (1) AAIANHNPI Female**; One (1) Two or More Male.

Two (2) applicants were determined to be not qualified: Two (2) White Females.

Twelve (12) applicants were determined to be minimally qualified: One (1) White Male; Eight (8) White Females; One (1) Hispanic Female; **One (1) AAIANHNPI Female**; One (1) Two or More Male.

One (1) AAIANHNPI Female did not have a bachelor's degrees but did not have experience working in an academic environment.

Four (4) applicants were determined to be finalists: One (1) White Male; Two (2) White Females; One (1) Black Female.

One (1) White Female non goal candidate was hired for this position. She met all the required and the preferred qualifications. She has a bachelors degree from CCSU. She has experience working in an academic environment, experience utilizing all of CORE-HRMS module and subunits. She has experience hiring students including payroll setup, onboarding, orientation, and I-9/visa processing.

Coordinator of First Year Experience

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time Coordinator of First Year Experience to join New Student Programs (NSP). The Coordinator of First Year Experience is primarily responsible for designing, implementing, and coordinating a comprehensive first year experience (FYE) that supports the out-of-class experience for first year students in conjunction with the (FYE) faculty, academic advisor, and professional advisors. The Coordinator works collaboratively across campus, to develop a comprehensive plan to support new students' academic and social adjustment and connection to the CCSU community throughout their first year. Central's New Student Programs Office plays a pivotal role in the onboarding of new students from the moment a student has confirmed their acceptance to CCSU, all the way through their first year. The office of NSP has a centralized approach to disseminating campus resources and information to new students and families. NSP creates and delivers high-impact orientation programs, coordinates the First Year Experience courses and programs, and oversees student leadership opportunities within the Orientation Leader and Peer Leader programs, which support the transition of new students.

Position Profile

The Coordinator of First Year Experience will provide strategic leadership and vision of the communication, programming and intervention initiatives that support a First Year Experience for new students. The successful incumbent will provide training and support to faculty, advisors and mentors working with first year students, both through individual consultation and workshops. The Coordinator will facilitate communication between peer mentors and instructors. For more information on SUOAF conditions of employment please visit the Collective Bargaining Agreement (<https://suoaf.org/cba>).

Required Qualifications:

Education

- Master's degree in Student Development in Higher Education, Higher Education Administration, or related field.

Experience and Training

- Four (4) years of experience in new student programs, first year experience, student retention, student success or related work.
- Demonstrated expertise and proven experience working with students transitioning into college.
- Must possess strong organizational skills with the ability to manage multiple tasks and be an effective communicator, both orally and in writing, with students, parents, faculty, staff, etc.

Preferred Qualifications:

- Knowledge of onboarding initiatives for new students
- Experience working with Banner, Slate CRM, and Blackboard
- Experience planning innovative programs and events for students.
- Experience conducting assessment through outreach, surveys, and other methods.
- Ability to utilize collected data to advocate for and support for new students.

Advertisements: *Higheredjobs.com, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Thirty-Five (35) individuals applied for this position: Five (5) White Males; Sixteen (16) White Females; Three (3) Black Males; Four (4) Black Females; Three (3) Hispanic Females; **One (1) AAIANHNPI Male; One (1) AAIANHNPI Female;** One (1) Unknown Male; One (1) Unknown Female.

Twenty-Seven (27) applicants were determined to be not qualified: Four (4) White Males; Eleven (11) White Females; Three (3) Black Males; Three (3) Black Females; Two (2) Hispanic Females; **One (1) AAIANHNPI Male; One (1) AAIANHNPI Female;** One (1) Unknown Male; One (1) Unknown Female.

One (1) AAIANHNPI Male did not have Master's degree in Student Development in Higher Education, Higher Education Administration, or related field and did not demonstrate expertise and proven experience working with students transitioning into college. He did not have four (4) years of experience in new student programs, first year experience, student retention, student success or related work.

One (1) AAIANHNPI Female did not have four (4) years of experience in new student programs, first year experience, student retention, student success or related work. She did not demonstrate expertise and proven experience working with students transitioning into college. She did not demonstrate organizational skills with the ability to manage multiple tasks and be an effective communicator, both orally and in writing, with students, parents, faculty, and staff.

No applicants were determined to be minimally qualified.

Eight (8) applicants were determined to be finalists: One (1) White Male; Five (5) White Females; One (1) Black Female; One (1) Hispanic Female.

One (1) White Female non goal candidate was hired for this position. She met all required and preferred qualifications. She has demonstrated experience in implementing High Impact Practices (HIPs) and first year student initiatives on a college campus. Some of her previous duties included overseeing the programming and logistics of New Student Orientation for over 600 incoming students; coordinating FYE Courses for 1,400 incoming first year students while collaborating with academic schools and undergraduate advising. She regularly conducts assessments and utilizes data to develop programs to support student development and connect them to research projects. Additionally, she has a Master of Arts degree in Higher Education and Student Affairs.

Associate Director Counseling and Student Development

Selection: One (1) White Female

Central Connecticut State University invites applications for the full-time position of Associate Director of Counseling and Student Development within Student Wellness Services. We are seeking a team-oriented, dedicated, and collaborative professional who is committed to providing college students with mental health services in a supportive and dynamic campus counseling center. About CCSU's Department of Counseling and Student Development. The CCSU Department of Counseling and Student Development provides mental health counseling, psychiatry services, and a wide range of student development services designed to support academic success, as well as helps students resolve emotional, inter-personal, behavioral, and other personal challenges. In addition, the department offers services and programs intended to promote mental health, while helping students acquire the skills and resources needed to thrive in a university setting.

Position Profile

The successful candidate will report to the Director of Counseling and Student Development and will assist in the oversight of daily operations and clinical management of the university's counseling center, which provides students with mental/behavioral health services. The incumbent will assist the Director in the planning and direction of the department and in coordinating services provided to students by the counseling center staff, as well as representing

the department in assigned campus-wide mental health related initiatives and other administrative duties. The successful candidate will also provide counseling, crisis intervention, and mental health outreach services within the scope of their training and licensure.

Required Qualifications:

Education:

- All applicants must possess an advanced degree from an accredited institution in Clinical or Counseling Psychology, Counseling, Social Work, or another mental health related field.

Experience and Training:

- Five (5) years of experience providing direct mental health counseling services to various age groups including adolescents and adults.
- Licensure as a mental health provider by the State of Connecticut (Licensure must be maintained)
- Considerable Oral and Written communication skills.

Preferred Qualifications:

- Experience providing clinical supervision to licensed clinical staff, as well as interns/practicum students.
- Experience working in a College or University counseling center.
- Demonstrated experience with program development.
- Experience with use of the Mediat electronic health record.
- Experience training clinical staff in the use of an electronic health record. Experience and training in the use of evidence-based mental health treatment practices.
- Experience successfully managing mental health crisis situations.
- Experience managing a successful mental health program, center or department.

Advertisements: *Higherjobs.com, Diverse Jobs, Association for University and College Counseling Center Directors (AUCCCD), CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Fourteen (14) individuals applied for this position: Three (3) White Males; Seven (7) White Females; One (1) Black Male; One (1) Black Female; **One (1) Hispanic Male;** One (1) Unknown Female.

Four (4) applicants were determined to be not qualified: Three (3) White Females; One (1) Black Male.

Five (5) applicants were determined to be minimally qualified: One (1) White Male; Two (2) White Females; One (1) Black Female; **One (1) Hispanic Male.**

One (1) Hispanic Male met all required qualifications but did not meet preferred requirements. He did not have experience providing clinical supervision to licensed clinical staff, he did not demonstrate experience with program development and had no demonstrated experience managing a mental health program.

Five (5) applicants were determined to be finalists: Two (2) White Males; Two (2) White Females; One (1) Unknown Female.

One (1) White Female nongoal candidate was hired for this position. She met all required and preferred qualifications. She has experience as a clinician in an intensive outpatient program where she worked with older adolescents and college-aged students who presented with severe mental health issues, were in danger of being hospitalized, or were returning from a recent psychiatric hospitalization. As a clinician, she facilitated individual, group, and family therapy, along with running monthly multifamily groups. After obtaining her license as a Professional Counselor, she was promoted to a program manager. In this role, she worked directly with the vice-president of outpatient services to recruit and hire staff members, provide monthly supervision of staff, provide training on the electronic health record (EHR) system, oversaw the daily operations of the program, including managing the budget and monitoring quality assurance practices, along with promoting services and managing

referrals. She also has experience as an Associate Director where she was responsible for oversight of three programs, provided services that included: ensuring the programs were running smoothly and handling clinical emergencies, training new staff members on the electronic health record system, recruiting and hiring new staff, training new staff, providing supervision to clinical staff, facilitating staff meetings, meeting with community stakeholders, and interacting with referral sources. She is also trained and has experience on the Ohio Scales outcome measures, which is a statewide requirement, and trained both Wheeler Clinic staff as well as state employees on the use of this tool.

Assistant Director Accessibility Services

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time Assistant Director of Accessibility Services to join the Accessibility Services Department. This is a working level position that performs a range of tasks in the daily operations, delivery of accessibility services, events, and programs in support of students with disabilities at Central Connecticut State University.

About CCSU's Accessibility Services Department

The Accessibility Services department is committed to providing an accessible campus environment for all students. The Accessibility Services Office is committed to making the necessary reasonable modifications of programs, services, and facilities to provide qualified students the opportunities necessary to pursue their educational objectives and supports an overall commitment to diversity, equity, and inclusion.

Position Profile

The successful candidate will assist the Director of Accessibility Services to coordinate, develop and monitor student accessibility, advocacy, equal access as well as educational and on campus accommodations; receives and reviews requests, determines eligibility and conducts interactive process to identify needs and determines appropriate plans of actions including reasonable accommodations; ensures compliance with federal and state laws and regulations as well as University and CSCU policies.

Required Qualifications:

Education

- All applicants must possess a Bachelor's Degree from an accredited institution in Human Services, Education or other related field.

Experience and Training

- Three (3) years of professional experience providing services and supports to students with disabilities in an educational setting.
- Experience determining eligibility for students with disabilities as defined under the Americans with Disabilities Act, Section 504 of the Rehabilitation Act.
- Ability to work independently and exercise judgement in order to be able to analyze and investigate ADA related concerns and problems.
- Demonstrate knowledge of and ability to apply best practices in working with specialized student populations and in the engagement of the accommodation interactive process.

Preferred Qualifications:

- Experience in a disability services office in higher education.

- Experience evaluating assistive and adaptive technological equipment, software as well as other auxiliary aids and services to enhance student experience and equal access to education and other on campus services and experiences.
- Experience identifying educational barriers for students with disabilities; and making appropriate recommendations.

Advertisements: *Higherjobs.com, AHEAD, Disabled Student Services in Higher Education List Serv, CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Fifteen (15) individuals applied for this position: One (1) White Male; Eight (8) White Females; Two (2) Black Females; **One (1) AAIAHNPI Female;** Two (2) Two or More Females; One (1) Unknown Female.

Ten (10) applicants were determined to be not qualified: Six (6) White Females; Two (2) Black Females; **One (1) AAIAHNPI Female;** One (1) Two or More Female.

One (1) AAIAHNPI Female did not have the required three (3) years of professional experience providing services and support to students with disabilities in an educational setting.

One (1) applicant was determined to be minimally qualified: One (1) White Male.

Four (4) applicants were determined to be finalists: Two (2) White Females; One (1) Two or More Female; One (1) Unknown Female.

One (1) White Female non goal candidate was hired for this position. She has a bachelor's and master's degrees and twenty-five (25) years experience. She has demonstrated a commitment to providing direct services and support to students with disabilities in higher education. She has spent the past two decades contributing to the success of the CCSU Accessibility Services Office. She has been instrumental in determining eligibility for students with disabilities and proposing effective academic accommodations. She has a comprehensive understanding of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and the legal obligations associated with providing reasonable accommodations on a college campus. She has served as a Senior Vocational Rehabilitation Counselor with the Bureau of Rehabilitation Services, a role that has significantly benefited CCSU students. She has a diverse professional background with knowledge and skills in identifying disabilities, guiding students through obstacles, and implementing impactful programs and services tailored to the needs of students with disabilities.

Human Resources Associate

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time Human Resources Associate in the Human Resources Department. The incumbent of this position reports directly to the Chief Human Resources Officer. The Human Resources Associate provides an array of supportive responsibilities and processing in one or more of the following areas: recruitment and talent acquisition, employee onboarding and orientation, time and labor, employee benefits, compensation and payroll, recruitment processing, and leave management. One of the primary responsibilities will be the creation, revision, and analysis of job descriptions, as well as assisting with other labor relations matters.

About the Human Resources Department

The CCSU Human Resources Department contributes to the overall mission of the University by creating a supportive culture for faculty and staff and by providing meaningful input into important decisions affecting the development of the total student as well as the University's service to all of its constituents. The goal of the department is to recruit, hire and retain highly qualified employees to serve our students and community.

We are dedicated to the health, well-being, and personal and professional growth of our faculty and staff. We will provide sound and responsive advice and consultation; accurate information; and efficient and courteous service in order to motivate and support the faculty and staff who serve our students and the community. Human Resources staff will model respectful and ethical behavior, provide a welcoming and positive work environment, encourage diversity, and create value-added training and professional development opportunities, while recognizing the need for innovation and flexibility as the needs of our workforce change.

Position Profile

This is an exciting opportunity for an individual looking to shape the workforce and maintaining positive labor relations. In this role, you will be at the forefront of defining job descriptions and ensuring compliance with Union contracts, handbooks, and classification standards. Additionally, the candidate will play a vital role in employee and labor relations, helping to resolve employee concerns and conflicts. The successful candidate will have a direct impact on shaping our organization's culture and workforce dynamics. May lead professional and/or support staff as assigned.

Applicant Evaluative Criteria

Applicant profiles and supplementary materials will be evaluated for appointment based on the following: The Human Resources Associate must possess knowledge, skills, and abilities in labor relations. The incumbent must possess demonstrated ability to apply principles and practices of public human resources management including relevant Federal and State statutes and regulations, University and CSCU policies and procedures, considerable knowledge of, and ability to use, human resources information systems and other computerized platforms, software and technologies; considerable knowledge of, and demonstrated ability to apply, management and supervisory principles and practices; demonstrated ability to provide effective leadership and team-building; demonstrated success working in a unionized environment with multiple collective bargaining agreements; demonstrated superior written and oral communication and interpersonal skills including the ability to relate and work collegially, constructively and effectively with a variety of stakeholders, groups and individuals, as well as the ability to work independently.

Required qualifications include:

- Five (5) years of professional experience in human resources, equal opportunity/affirmative action, labor relations, payroll, or employee benefit administration. Bachelor's degree from an accredited institution in a related area may be substituted for four (4) years of experience of the General Experience.
- Excellent written, oral, and interpersonal communications, organizational, and presentational skills.
- Highly proficient in Microsoft Suite

Preferred Qualifications:

- Bachelor's Degree
- Experience working in a unionized workforce.
- Ability to read and interpret collective bargaining agreements.
- Experience working in the public sector.
- Two (2) years of experience in a Human Resources setting.
- Knowledge of CORE-CT HRMS
- Experience writing job descriptions.

Advertisements: *Chronicle of Higher Ed, HigherEdJobs.com, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Seventy-one (71) individuals applied for this position: Eleven (11) White Males; Twenty-four (24) White Females; Four (4) Black Males; Five (5) Black Females; **One (1) Hispanic Male;** Five (5) Hispanic Females; **One (1) AAIANHNPI**

Male; One (1) AAIAHNP Female; One (1) Two or More Male; Two (2) Two or More Females; Three (3) Unknown Males; Thirteen (13) Unknown Females.

Forty-two (42) applicants were determined to be not qualified: Seven (7) White Males; Twelve (12) White Females; Four (4) Black Males; Four (4) Black Females; **One (1) Hispanic Male; One (1) AAIAHNP Female; One (1) Two or More Male; Two (2) Unknown Males; Ten (10) Unknown Females.**

One (1) Hispanic Male and One (1) AAIAHNP Female did not have the required five (5) years of professional experience in human resources, equal opportunity/affirmative action, labor relations, payroll, or employee benefit administration.

Twenty-one (21) applicants were determined to be minimally qualified: Three (3) White Males; Six (6) White Females; One (1) Black Female; Four (4) Hispanic Females; **One (1) AAIAHNP Male; Two (2) Two or More Females; One (1) Unknown Male; Three (3) Unknown Females.**

One (1) AAIAHNP Male did not have experience working in a unionized workforce, the ability to read and interpret collective bargaining agreements, experience working in the public sector, knowledge of CORE-CT HRMS, and experience writing job descriptions.

Eight (8) applicants were determined to be finalists: One (1) White Male; Six (6) White Females; One (1) Hispanic Female.

One (1) White Female non goal candidate was hired for this position. She has twelve (12) years of human resources experience in a unionized environment at Post University performing Human Resource responsibilities including recruitment, onboarding and offboarding, payroll and HRIS updates. She has experience in higher education and creating job postings and job descriptions. She has demonstrated customer service experience with faculty, staff, and new applicants.

Assistant Dean for the School of Community Partnership and Assessments

Selection: One (1) White Female

Central Connecticut State University invites applications to join the School of Education and Professional Studies Dean's Office as a full-time Assistant Dean. We seek applicants who will ensure that all teacher candidates have the opportunity to experience safe and informative clinical learning experiences that allow them to develop into effective educators through observation, communication with the support team and district partners, and examination of performance data. The successful candidate will need to understand the importance of relationship-building with district partners, faculty, and fellow staff members.

About CCSU's School of Education and Professional Studies Dean's Office

The School of Education and Professional Studies (SEPS) has a long history of training educators and human service professionals, beginning with the establishment of the New Britain Normal School—CT's first teacher training institution—in 1849. Today, SEPS is recognized as a leader in both education and other human service fields, including nursing, counseling, and social work. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

This is a working level position that assists the Dean in the performance of a range of routine to complex tasks in the overall administration in the School of Education and Professional Studies Dean's office. Incumbent responsibilities will include but are not limited to: addressing the professional growth of teacher candidates, while considering the needs of faculty, university supervisors, district administration, and host teachers, and other community partners;

communicating expectations of student teacher candidates and their support teams through publications, presentations, individual and group discussions, and the use of technology platforms; consulting with district partners to place teacher candidates, monitor onboarding requirements, provide individualized ongoing support, and ensure each placement is conducive to student success; facilitating evaluation of certification requirements and submission of certification documents to the Connecticut State Department of Education; ensuring certification and support of Durational Shortage Area Permit (DSAP) candidates through degree evaluation, communication with districts and program coordinators, assignment and monitoring of university supervision, and addressing requirements for DSAP renewal.

Knowledge, Skills, and Abilities

Considerable knowledge of database management and software applications related to collection, analysis and reporting of data; considerable knowledge of practices, procedures and techniques involved in the design, development and implementation of projects, surveys and studies in institutional assessment, planning, research and decision making; demonstrated experience in assessment of student learning outcomes in the context of institutional and program administration; considerable knowledge in oral and written communication skill and demonstrated ability to work collegially, constructively and effectively with a variety of stakeholders, groups and individuals as well as ability to work independently.

Required Qualifications:

Education:

- All applicants must possess a Master's degree from an accredited institution with expertise in teacher education.

Experience and Training:

- Minimum of five years (5) of experience in K-12 education; relevant experience in data collection and reporting in a teacher preparation environment.

Preferred Qualifications:

- Familiarity with Connecticut teacher certification regulations and procedures; experience with State of Connecticut certification processes.

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higheredjobs.com, CCSU Website*

The White Male and Black Male goals were previously achieved.

Twenty-eight (28) individuals applied for this position: Three (3) White Males; Fifteen (15) White Females; Three (3) Black Females; **Two (2) AAIANHNPI Males; Two (2) AAIANHNPI Females;** One (1) Unknown Male; Two (2) Unknown Females.

Eighteen (18) applicants were determined to be not qualified: One (1) White Male; Eleven (11) White Females; One (1) Black Female; **Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female;** One (1) Unknown Male; One (1) Unknown Female.

One (1) AAIANHNPI Male and One (1) AAIANHNPI Female did not demonstrate evidence of having a minimum of five (5) years' experience in K-12 education and they did not have relevant experience in data collection and reporting in a teacher preparation environment.

One (1) AAIANHNPI Male did not indicate the required experience in data collection and reporting in a teacher preparation environment in his application paperwork.

No applicants were determined to be minimally qualified.

Ten (10) applicants were determined to be finalists: Two (2) White Males; Four (4) White Females; Two (2) Black Females; **One (1) AAIANHNPI Female;** One (1) Unknown Female.

One (1) AAIANHNPI Female does not have experience in the State of Connecticut certification processes and could not provide details regarding this certification and accreditation process during her interview.

One (1) White Female non goal candidate was hired for this position. She met all the required qualifications and all the preferred qualifications. She was able to demonstrate her experience and knowledge in designing programmatic assessments at Capitol Region Education Council (CREC) to increase CAPT scores that led to a systematic and structured assessment plan. She has experience in EdTPA data analysis and serves on the Science and Engineering Practices/ Council for the Accreditation of Educator Preparation (SEPS-CAEP) committee focusing on data analysis. She has experience working with NEASC accreditation as lead writer in Newington High School and as Math Director in Cromwell High School, NAEYC accreditation for CREC, and CAEP accreditation for CCSU. She has experience as a mentor of pre-service and novice teachers. In addition, she has experience in a unionized environments and the State of Connecticut certification processes.

Accounting and Budget Assistant

Selection: One (1) White Female

Central Connecticut State University, a NCAA Division 1 institution, and a member of the Northeast Conference, invites applications to join the Department of Athletics as an Accounting and Budget Assistant. We seek applicants who are experienced in the field of accounting and budgeting planning, can meet deadlines, and work well in a team setting. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

The Athletics Accounting and Budget Assistant will be responsible for working directly with the Athletic Director with all business operations for the Department of Athletics, including but not limited to; budget planning; budget management including administrative budgets for all sixteen (16) Division I varsity sports and fiscal operations within the department. Other duties will include working with the Assistant Director of Athletics with regards to reconciliations of scholarships; working directly with each team regarding the funding of equipment, transportation, meals, and all reconciliations of budgets. The successful candidate will assist with all state and NCAA audits as well as the work collaboratively with the CCSU Business Office, Purchasing Office, and Office of Accounting.

Due to the nature of schedules and events, flexibility in work schedules is required.

Required Qualifications:

Education:

- All applicants must possess a bachelor's degree from an accredited college or University.

Experience and Training:

- Three (3) or more years' experience in accounting, budget planning or business management.
- Experience in developing internal spending plans and budgeting.
- Experience in coordinating purchasing activities, including the procurement of bids when necessary.
- Experience in generating regular financial reports to accurately monitor spending.

Preferred Qualifications:

- Experience running a business office in a Division I Athletics Department.
- Experience with yearly audits.

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higherjobs.com, CCSU Website, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Six (6) individuals applied for this position: One (1) White Male; Three (3) White Females; One (1) Black Female; One (1) Two or More Male.

Five (5) applicants were determined to be not qualified: One (1) White Male; Two (2) White Females; One (1) Black Female; One (1) Two or More Male.

No applicants were determined to be minimally qualified.

One (1) applicant was determined to be a finalist: One (1) White Female.

One (1) White Female non goal candidate was hired for this position. She has thirty (30) years of professional budgeting and accounting experience. She is knowledgeable in the daily operations of a Division I Athletics Department. Her experience includes audits, balancing budgets, creating purchasing requisitions, creating spreadsheets to manage weekly expenses, and preparing and reconciling all travel arrangements for Athletics.

Assistant to the Director/Residence Hall Director

Central Connecticut State University invites applications for the position of Assistant to the Director/ Residence Hall Director within the Department of Residence Life. We seek an empathetic and dynamic individual with a passion for student development and a demonstrated ability to foster inclusive residential communities at Central Connecticut State University.

About CCSU's Residence Life

Central Connecticut State University's Residence Life Department is committed to providing a vibrant and supportive living environment for students on campus. With a focus on fostering community, personal growth, and academic success, the department offers a range of services and programs to enhance the residential experience. The Residence Life team works closely with students to create inclusive and engaging living learning communities within the university's residence halls. Through various initiatives, such as themed housing options, leadership development opportunities, and social events, they aim to promote student involvement and connection. Additionally, the department prioritizes the safety and well-being of residents, providing resources and support for issues ranging from roommate conflicts to emergency preparedness. Resident assistants play a crucial role in this effort, serving as peer mentors and advocates for their fellow students. Central Connecticut State University's Residence Life Department strives to create an enriching and supportive environment where students can thrive both academically and personally during their time on campus. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

This is an entry level position having primary responsibility for assisting the Director of Residence Life. The Residence Hall Director is responsible for coordinating the educational, student development, and administrative aspects of a residence hall. The emphasis of this position is on establishing and maintaining an atmosphere conducive to personal growth and academic achievement while working cooperatively in the selection, training, supervision, and evaluation of student staff members. This is a 10-month live-in position. Residence Hall Directors are provided with a university-furnished apartment, where they are allowed to live with a pet, significant other, partner, or spouse, in accordance with state and university policies.

Required Qualifications:

Education:

- Bachelor's Degree from an accredited institution

Experience and Training:

- Two (2) years of experience in the performance of college or university residence life and/or student affairs experience which equips the applicant to relate effectively to resident student and staff required.

Substitution Allowed: *an advance degree in Counseling in Higher Education or Higher Education Administration may be substituted in lieu of experience.*

Certifications and successful completion of training programs such as First Aid may be required prior to or during appointment.

These qualifications may be waived for individuals with appropriate alternative experience.

Preferred Qualification:

- Master's Degree from an accredited institution

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higheredjobs.com, CCSU Website, CSCU Website*

The White Male goals and Black Male goals were previously achieved.

Forty (40) individuals applied for this position: Nine (9) White Males; Eleven (11) White Females; Four (4) Black Males; Seven (7) Black Females; Two (2) Hispanic Females; **One (1) AAIAHNP Male;** Two (2) Two or More Females; Two (2) Unknown Males; Two (2) Unknown Females.

Twenty-four (24) applicants were determined to be not qualified: Six (6) White Males; Five (5) White Females; Three (3) Black Males; Three (3) Black Females; Two (2) Hispanic Females; One (1) Two or More Female; Two (2) Unknown Males; Two (2) Unknown Females.

Three (3) applicants were determined to be minimally qualified: Two (2) White Females; One (1) Black Male.

Thirteen (13) applicants were determined to be finalists: Three (3) White Males; Four (4) White Females; Four (4) Black Females; **One (1) AAIAHNP Male;** One (1) Two or More Female.

One (1) AAIAHNP Male did not provide detailed answers to the interview questions. He shared he has been doing programs since he was in high school but did not provide examples of what types of programs he has accomplished, and which programs would relate to this position. He stated he knows how to work with the university administration but didn't provide a detailed response explaining or providing any examples of how he has worked with managers, supervisors, or other administration. In addition, when asked how he would contribute to the growth and development of Central students, he stated he would use his own adult educational curriculum on how to develop and become an adult. He did not provide any further examples explaining his adult curriculum that he wanted to use to train Central students.

One (1) White Female non goal candidate was hired for this position. She has two (2) years and seven months of Residence Life experience as a Resident Assistant (RA) and a Graduate Intern in the Office of Residence Life. She has one year of undergraduate intern experience in the Office of Student Rights and Responsibilities. These positions provided her with the opportunity to assist with the supervision of the RAs, advising hall council, adjudicate student conduct cases and assisted in the progression of the programming for the Nursing Living Learning community. Her answers to the questions during her interview were solution focused. An example she provided to the question what she would do if a colleague she was working with on project had a difference of opinion when working on a project together. She responded she would have an honest conversation with her colleague, detailing how her past experiences would enable her to effectively work on the project while explaining the importance of being part of a team and sometimes there's a need to compromise.

Director Alumni Relations

Selection: One (1) White Female

Central Connecticut State University invites applications for a full-time Director of Alumni Relations to join the Institutional Advancement Department at Central Connecticut State University. This is an exciting opportunity for applicants who will bring positive energy and creativeness to improve our alumni involvement, participation, and revenue significantly and strategically.

About CCSU's Institutional Advancement

The Division of Institutional Advancement is responsible for an integrated, comprehensive external relations program including alumni affairs, constituent relations, community and business relations, and university development. We are committed to fostering educational excellence and advancement to drive the growth and success of the institution. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

The successful candidate will be responsible for the effective planning and management of a comprehensive alumni relations program, fostering positive relationships with various constituencies in support of the advancement of the University. The incumbent will work closely with the CCSU Alumni Association to direct, promote and develop comprehensive and diversified alumni service programs including, but not limited to, homecoming and reunion activities, regional and national chapter development, award activities, special recognition events, educational programs, Alumni/Ambassador Program, Corporate Alumni receptions, social events, and alumni benefits and marketing services. Ability and willingness to work weekends and evenings, and to travel (in-state and out-of-state).

Knowledge, Skills, and Abilities

- Considerable interpersonal skills and ability to work with, motivate and lead volunteers.
- Demonstrated knowledge of fiscal management practices.
- Ability to speak and write effectively and to prepare publications.
- Demonstrated experience with computers and windows-based software.
- Strong organizational skills and project management skills, attention to detail and ability to effectively manage multiple and competing deadlines.

Required Qualifications:

Education:

- All applicants must possess a bachelor's degree from an accredited college or university.

Experience and Training:

- Applicants must have a minimum of 5 years' experience fundraising.

Preferred Qualifications:

- Master's Degree from an accredited institution preferred.
- Alumni Relations experience.

Advertisements: *Chronicle of Higher Education, Linked In, CCSU Alumni Newsletter, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Fourteen (14) individuals applied for this position: Three (3) White Males; Nine (9) White Females; One (1) Unknown Male; One (1) Unknown Female.

Seven (7) applicants were determined to be not qualified: One (1) White Male; Four (4) White Females; One (1) Unknown Male; One (1) Unknown Female.

One (1) applicant was determined to be minimally qualified: One (1) White Female.

Six (6) applicants were determined to be finalists: Two (2) White Males; Four (4) White Females.

One (1) White Female non goal candidate was hired for this position. She met all required and preferred qualifications. She has alumni relations, fundraising experience, she has maintained financial records. She has experience with related computer software and has knowledge of Microsoft Office suite. She has experience writing publications for an Alumni newsletter. She also has experience maintaining the retention of subscribers and organizing alumni events.

Assistant Director of the Learning Center

Selection: One (1) White Female

One (1) individual applied for this position: One (1) White Female.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Female.

One (1) White Female candidate was hired for this position. This was a contractual search with vacancies available to internal SUOAF candidates only.

Assistant Director of Student Wellness

Selection: One (1) White Female

One (1) individual applied for this position: One (1) White Female.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Female.

One (1) White Female candidate was hired for this position. This was a contractual search with vacancies available to internal SUOAF candidates only.

Administrative Operations Assistant

Selection: Two (2) White Females and One (1) Black Female

Central Connecticut State University invites applications for a full-time Administrative Operations Assistant in various departments. The responsibilities include a range of administrative support services assisting in the operations of the specific office or department. These include preparing correspondence and reports, compiling data, researching information, making travel arrangements, responding to callers and visitors, assisting in coordinating special events and performing project management duties as assigned. Incumbents of these positions would also be required to update and maintain confidential records, create necessary forms and logs, generate work orders, order supplies, and reconcile purchase card statements. Administrative Operations Assistant is an unclassified confidential position.

Departments: Current openings are in Communications, the Dean's Office in the School of Engineering, Science and Technology and Graduate Studies. This recruitment will be used should any additional positions open in the next six months.

Required Qualifications:

- Two (2) years of direct administrative support experience in a professional organization or setting.
- Experience creating forms, spreadsheets, and reports.
- Excellent interpersonal skills

- Strong organizational skills and attention to detail
- Highly proficient in Information Technology Systems (Microsoft Office, Google Workspace, and iWork)

Preferred Qualifications:

- Bachelor's Degree
- Ability to adapt to different management styles in a fast-paced environment.
- Experience working in an academic environment.
- Experience using Banner software systems.

Advertisements: *Chronicle of Higher Ed, Higherjobs.com, CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Thirty-seven (37) individuals applied for this position: Three (3) White Males; Eighteen (18) White Females; One (1) Black Male; Five (5) Black Females; **Two (2) Hispanic Males;** Two (2) Hispanic Females; **Two (2) AAIANHNPI Males;** **Three (3) AAIANHNPI Females;** One (1) Two or More Female.

Twenty-one (21) applicants were determined to be not qualified: One (1) White Male; Eleven (11) White Females; One (1) Black Male; Two (2) Black Females; **One (1) Hispanic Male;** One (1) Hispanic Female; **One (1) AAIANHNPI Male;** **Three (3) AAIANHNPI Females.**

One (1) Hispanic Male, One (1) AAIANHNPI Male, and Two (2) AAIANHNPI Females did not meet the required qualifications of having two (2) years of direct administrative support experience in a professional organization or setting and experience in creating forms, spreadsheets and reports and proficiency in ITS systems.

One (1) AAIANHNPI Female submitted an incomplete application. She did not provide the required references.

One (1) applicant was determined to be minimally qualified: One (1) Black Female.

Fifteen (15) applicants were determined to be finalists: Two (2) White Males; Seven (7) White Females; Two (2) Black Female; **One (1) Hispanic Male;** One (1) Hispanic Female; **One (1) AAIANHNPI Male;** One (1) Two or More Female.

One (1) Hispanic Male has administrative experience in higher education. He indicated throughout the interview that he would rely on getting help from a supervisor or a manager rather than independently completing the tasks. He stated he used Word, PowerPoint, Excel, and Forms and he indicated he always asked his supervisor for help to complete his work assignments. He does not have experience using Banner software.

One (1) AAIANHNPI Male has administrative experience from private industry, but not in an academic environment. He could not justify how the private sector experience could be transferable to an academic environment. He demonstrated the ability to adapt in a fast-paced environment by describing his involvement with a large festival, but not private industry related experience. He does not have experience using Banner software.

Two (2) White Females and One (1) Black Female non goal candidates were hired for this position.

One (1) White Female has administrative experience in an academic environment as well as other industries. She demonstrated both her interpersonal skills and her ability to adapt when describing a project she was working on where multiple people were changing throughout the project. She demonstrated proficiency in Word, Excel and PowerPoint and taught herself Forms. She has experience with Banner and Slate software systems used in academic environments. She demonstrated she can work well independently based on her responses to posed questions and how she could adjust to new environments.

One (1) White Female has administrative experience from the tourism and educational environment. She demonstrated her ability to adapt in a fast-paced environment by describing her experience in both schools and tourist guest relations. She also described the creation of a spreadsheet-based program in the hotel industry that is still in use today. She demonstrated proficiency with Word, Excel, PowerPoint, and Banner.

One (1) Black Female has administrative experience from the theater, media industries and K-12. She demonstrated her ability to adapt to a fast-paced environment by the description of a situation in a middle school and maintaining a safe environment while at the same time keeping lessons engaging. She displayed interpersonal skills in the description of how she would connect and stay focused when dealing with students. She also demonstrated proficiency with Word and PowerPoint in addition to the Google Suite and Canva.

Equity and Inclusion Investigator

Selection: One (1) Black Female

Central Connecticut State University invites applications for a full-time Equity and Inclusion Investigations Officer in the Office of Equity and Inclusion. The incumbent of this position reports directly to the Senior Equity and Inclusion Officer/Title IX Coordinator under the direction of the Vice President of Equity and Inclusion. The Equity and Inclusion Investigations Officer is primarily responsible for independently performing a full range of case management duties including complaint intake, complaint investigation, and coordination of services and supports as well as consultative and training tasks and activities in furtherance of the University's compliance program under Title IX, Federal and State discrimination laws and regulations.

About the Office of Equity and Inclusion

Central Connecticut State University's Office of Equity & Inclusion (OEI) aims to cultivate a campus environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential. OEI works with faculty, staff, and students to develop and maintain a community of inclusion. We act in a transparent manner guided by respect and professional standards. We also provide training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.

Position Profile

The ideal candidate will have experience performing case management duties in a higher education setting, receiving, and investigating complaints of a confidential nature involving discrimination, sexual misconduct, harassment and retaliation as well as coordinating services and supports. Incumbent will receive complaints from managers, faculty, staff, students and applicants regarding alleged discriminatory practices and will determine sufficiency and individualized level of action required of each complaint, including investigation, referral to proper alternative adjudicative remedies, and development of a case management plan for students to ensure the delivery of appropriate and timely University-wide multi-disciplinary services and supports throughout the complaint investigatory and resolution processes. Assists and participates in the development of promotional, outreach and education activities, including development and delivery of equity, inclusion, diversity, and compliance training programs. May assist in the oversight, development, and compliance with Affirmative Action / Equal Opportunity compliance programs. May perform other duties appropriate to this level within the scope of the Office of Equity and Inclusion. May supervise professional and/or support staff as assigned. The incumbent will be required to work in person, on campus and may be required to work evenings, weekends, and some travel.

Required Qualifications:

- A Bachelor's degree from an accredited institution.

- Six (6) years of professional experience in case management and or investigations typically administered in Human Resources, Human Rights and Opportunities, Diversity and Equity, Victim Advocacy, Judicial and or Affirmative Action/Equal Opportunity. A Master's degree can be substituted for two (2) years of the general experience.
- Knowledge of and demonstrated ability to interpret relevant state and federal statutes and regulations.
- Knowledge of and demonstrated success in applying the principles and methods of case management and investigation.
- Demonstrated ability to maintain objectivity, exercise diplomacy, mediate controversy, and foster dialogue with multiple viewpoints to engage others in productive civil discourse that advances equity and inclusion efforts.
- Demonstrated ability to create and promote a diverse, equitable, and inclusive environment where cultures, identities, perspectives, and opinions are valued.
- Demonstrated superior written and oral communication and interpersonal skills, including ability to use computerized software programs and technologies.

Preferred Qualifications:

- A Master's or terminal degree from an accredited institution.
- Case Management and or investigatory experience in a higher education setting.
- Title IX experience including any of the following: investigation, coordination of services and supports, or training.
- Demonstrated success working in a collective-bargaining environment.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website, CADEP listserv.*

The White Male goals and Black Male goals were previously achieved.

Twelve (12) individuals applied for this position: Two (2) White Males; Two (2) White Females; Three (3) Black Males; Four (4) Black Females; **One (1) AAIAHNPI Male.**

Nine (9) applicants were determined to be not qualified: Two (2) White Males; Two (2) White Females; One (1) Black Male; Three (3) Black Females; **One (1) AAIAHNPI Male.**

One (1) AAIAHNPI Male did not have the required six (6) years of professional experience in case management and or investigations typically administered in Human Resources, Human Rights and Opportunities, Diversity and Equity, Victim Advocacy, Judicial and or Affirmative Action/Equal Opportunity. His application paperwork did not include demonstrated knowledge and ability to interpret relevant state and federal statutes and regulations and knowledge in applying the principles and methods of case management and investigations.

No applicants were determined to be minimally qualified.

Three (3) applicants were determined to be finalists: Two (2) Black Males; One (1) Black Female.

One (1) Black Female non goal candidate was hired for this position. She has a master's degree in management and organizational leadership and a post-graduate certificate in Higher Education Administration with more than four (4) years of experience in case management and investigations in higher education. She demonstrated extensive knowledge of and an ability to interpret relevant state and federal statutes and regulations. Additionally, she responded thoroughly to questions about knowledge and the application of the principles and methods of case management and investigations. She exhibited objectivity and an ability to foster dialogue with multiple viewpoints both in her work in Student Conduct at the University of New Haven and at Quinnipiac University in her role as an Assistant Director in Residential Life. Her detailed responses demonstrated an ability to create and promote a diverse, equitable and inclusive environment. In one response to an interview question she stated that as an investigator, "You have to listen" and provided clear examples of occasions when she deployed important interpersonal skill. She is knowledgeable with Maxiant and other computerized software programs and technologies. In addition, she has experience in a collective bargaining environment from her time at the University of New Haven.

LGBTQ Center Coordinator

Selection: One (1) Black Female

Central Connecticut State University invites applications for a full-time Coordinator for the LGBTQ Center in the Office of Equity and Inclusion. The Coordinator for the LGBTQ Center is primarily responsible for the development, implementation, and evaluation of educational, social, support and resource programs and services for the LGBTQIA+ campus community. The coordinator works collaboratively with other University departments to contribute to the University's overall goal of ensuring that all students, faculty, and staff feel welcome and part of the CCSU campus community.

About the Office of Equity and Inclusion

Central Connecticut State University's Office of Equity & Inclusion (OEI) aims to cultivate a campus environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential. OEI works with faculty, staff, and students to develop and maintain a community of inclusion. We act in a transparent manner guided by respect and professional standards. We also provide training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.

Position Profile

The Coordinator for the LGBTQ Center will play a vital role in CCSU's commitment to LGBTQ inclusivity and advocacy. The successful candidate will be a resource and liaison to the campus community. The incumbent will be responsible for coordinating programs and trainings, leading, and collaborating with other departments for initiatives that support the LGBTQ community.

Required Qualifications:

Education:

- All Applicants must possess Master's degree in Higher Education, Student Development, Human Services, Social Work, Counseling, Humanities, or related area.

Experience and Training:

- Four (4) years of experience in advocacy work, student engagement and administrative program development in higher education.
- Experience providing services for underrepresented students to include LGBTQ, BIPOC and first-generation students.
- Experience in community-based activism and/or advocacy
- Demonstrated knowledge of social justice issues
- Demonstrated experience developing, coordinating, and presenting new programs and events in small and large groups.

Advertisements: *Higherjobs.com, Chronicle of Higher Education, Diverse Jobs, CCSU Website.*

The White Male goals and Black Male goals were previously achieved.

Thirteen (13) individuals applied for this position: Three (3) White Males; Three (3) White Females; One (1) Black Female; Two (2) Two or More Males; One (1) Two or More Female; One (1) Unknown Female; Two (2) Unknown Unknowns.

Nine (9) applicants were determined to be not qualified: Three (3) White Males; Two (2) White Females; One (1) Two or More Male; One (1) Two or More Female; Two (2) Unknown Unknowns.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalists: One (1) White Female; One (1) Black Female; One (1) Two or More Male; One (1) Unknown Female.

One (1) Black Female non goal candidate was hired for this position. She demonstrated her work experience with social justice work, specifically with the LGBTQ population and with college students. She brings both personal and professional experiences that are similar duties that would be used supporting the students of the LGBTQ Center. She demonstrated her communication and advocacy skills to articulate the needs of the LGBTQ Center. She is a critical thinker by her answers to the interview questions and she has the ability to think outside of the box and consider new and unique ideas and perspectives that could be used in program development and student services.

Human Resources Assistant

Selection: One (1) Black Female

Central Connecticut State University invites applications for a full-time Human Resources Assistant in the Human Resources Department. The incumbent of this position reports directly to the Chief Human Resources Officer. The Human Resources Assistant provides an array of supportive responsibilities and processing in one or more of the following areas: recruitment and talent acquisition, employee onboarding and orientation, time and labor, employee benefits, compensation and payroll, retirement processing, and leave management. One of the primary responsibilities of this position will be the recruitment, onboarding, and processing of all part-time adjunct faculty.

The CCSU Human Resources Department contributes to the overall mission of the University by creating a supportive culture for faculty and staff and by providing meaningful input into important decisions affecting the development of the total student as well as the University's service to all of its constituents. The goal of the department is to recruit, hire and retain highly qualified employees to serve our students and community. We are dedicated to the health, well-being, and personal and professional growth of our faculty and staff. We will provide sound and responsive advice and consultation; accurate information; and efficient and courteous service in order to motivate and support the faculty and staff who serve our students and the community. Human Resources staff will model respectful and ethical behavior, provide a welcoming and positive work environment, encourage diversity, and create value-added training and professional development opportunities, while recognizing the need for innovation and flexibility as the needs of our workforce change.

Position Profile

The candidate hired into this role will coordinate with all of the academic departments to recruit, hire, and onboard part-time faculty. May lead professional and/or support staff as assigned.

Applicant Evaluative Criteria

Applicant profiles and supplementary materials will be evaluated for appointment based on the following: The Human Resources Assistant must possess knowledge, skills, and abilities in one or more areas in Human Resources: recruitment and talent acquisition, employee onboarding and orientation, time and labor, employee benefits, compensation and payroll, retirement processing, and leave management. The incumbent must possess the demonstrated ability to apply principles and practices of public human resources management including payroll; relevant state and federal laws and regulations; CCSU and CSCU policies and procedures; considerable knowledge of, and ability to use, human resources information systems and other computerized platforms, software and technologies; demonstrated success working in a unionized environment with multiple collective bargaining agreements; demonstrated communication and interpersonal skills including the ability to relate and work collegially, constructively and effectively with a variety of stakeholders, groups and individuals, as well as the ability to work independently.

Required Qualifications:

- Three (3) years of professional experience in human resources, equal opportunity/affirmative action, labor relations, payroll, or employee benefit administration.
- Excellent written, oral, and interpersonal communications, organizational, and presentational skills.

Preferred Qualifications

- Experience working in a collective-bargaining environment
- Experience working in the public sector
- Knowledge of CORE-CT HRMS

Advertisements: *Chronicle of Higher Ed, Higheredjobs.com, CCSU Website*

The White Male goals and Black Males goal were previously achieved.

Eleven (11) individuals applied for this position: Two (2) White Males; Four (4) White Females; Two (2) Black Females; One (1) Hispanic Female; One (1) Two or More Male; One (1) Unknown Male.

Nine (9) applicants were determined to be not qualified: Two (2) White Males; Three (3) White Females; One (1) Black Female; One (1) Hispanic Female; One (1) Two or More Male; One (1) Unknown Male.

No applicants were determined to be minimally qualified.

Two (2) applicants were determined to be finalists: One (1) White Female; One (1) Black Female.

One (1) Black Female non goal candidate was hired for this position. She has five (5) years of experience working in an academic setting and working in a collective bargaining environment. She has experience utilizing CORE-HRMS module and subunits. She has experience hiring part-time faculty and staff including processing contracts, payroll setups, onboarding, and I-9 Visa processing.

Financial Aid Counselor

Selection: One (1) Black Female

Central Connecticut State University invites applications to join the Office of Financial Aid as a Financial Aid counselor. We seek applicants who will provide operational support to the Financial Aid Office with a focus on assisting with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid and student aid eligibility. Candidates are expected to be committed to multiculturalism and working with a diverse student body. About CCSU's Office of Financial Aid. The Financial Aid team serves as the first point of contact for students and families navigating the Financial Aid process. Maintaining an engaging and inclusive environment the office receives and processes approximately 10,000 financial aid applications per year and prides itself on providing personal engagement for students and their families. We maintain the highest ethical standards and are committed to supporting the success of all students. For more information about Central Connecticut State University, please visit Central.

Position Profile

The successful candidate will provide operational support to the Financial Aid Office with a focus on assisting with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid and student aid eligibility. Candidates are expected to be committed to multiculturalism and working with a diverse student body. For more information on SUOAF conditions of employment please visit Union Contract Site. Applicant Evaluative Criteria

Required Qualifications:

Education:

- Bachelors’ degree

Experience and Training:

- Two (2) years of financial aid office work experience.
- Demonstrated ability to handle complex information, effectively organize and manage detail work and manage multiple priorities.
- Demonstrated ability to communicate and share information effectively with a variety of people and groups.
- Demonstrated experience using financial aid ERP systems, document imaging systems and Microsoft Office Suite.
- Demonstrated commitment to serving a culturally diverse student body

Preferred Qualifications:

- Experience using Banner software
- Knowledge of federal student financial aid programs
- Knowledge and experience with one or more financial aid literacy programs, i.e., verification, origination, disbursement, or reconciliation

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higherjobs.com, Connecticut Association of Financial Aid Admins, CCSU Website, CSCU Website*

The White Male goals and Black Male goals were previously achieved.

Seventeen (17) individuals applied for this position: Four (4) White Males; Six (6) White Females; Four (4) Black Females; **One (1) Hispanic Male; One (1) AAIANHNPI Male;** One (1) Unknown Male.

Twelve (12) applicants were determined to be not qualified: Three (3) White Males; Four (4) White Females; Two (2) Black Females; **One (1) Hispanic Male; One (1) AAIANHNPI Male;** One (1) Unknown Male.

One (1) Hispanic Male and One (1) AAIANHNPI Male did not meet the required qualifications. They did not have two (2) years of financial aid office work experience.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalists: One (1) White Male; Two (2) White Females; Two (2) Black Females.

One (1) Black Female non goal candidate was hired for this position and One (1) White Female was promoted into this position and will be discussed under promotions.

One (1) Black Female non goal candidate hired for this position met all the required qualifications and all preferred qualifications. She has experience utilizing Banner which is the ERP system used at CCSU. She is knowledgeable in both campus-based funds and verification criteria for students. She is also knowledgeable working with all the recent FAFSA regulation changes.

Assistant to the Director/Residence Hall Director

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications for the position of Assistant to the Director/ Residence Hall Director within the Department of Residence Life. We seek an empathetic and dynamic individual with a passion for student development and a demonstrated ability to foster inclusive residential communities at Central Connecticut State University.

About CCSU's Residence Life

Central Connecticut State University's Residence Life Department is committed to providing a vibrant and supportive living environment for students on campus. With a focus on fostering community, personal growth, and academic success, the department offers a range of services and programs to enhance the residential experience. The Residence Life team works closely with students to create inclusive and engaging living learning communities within the university's residence halls. Through various initiatives, such as themed housing options, leadership development opportunities, and social events, they aim to promote student involvement and connection. Additionally, the department prioritizes the safety and well-being of residents, providing resources and support for issues ranging from roommate conflicts to emergency preparedness. Resident assistants play a crucial role in this effort, serving as peer mentors and advocates for their fellow students. Central Connecticut State University's Residence Life Department strives to create an enriching and supportive environment where students can thrive both academically and personally during their time on campus. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

This is an entry level position having primary responsibility for assisting the Director of Residence Life. The Residence Hall Director is responsible for coordinating the educational, student development, and administrative aspects of a residence hall. The emphasis of this position is on establishing and maintaining an atmosphere conducive to personal growth and academic achievement while working cooperatively in the selection, training, supervision, and evaluation of student staff members. This is a 10-month live-in position. Residence Hall Directors are provided with a university-furnished apartment, where they are allowed to live with a pet, significant other, partner, or spouse, in accordance with state and university policies.

Required Qualifications:

Education:

- Bachelor's Degree from an accredited institution

Experience and Training:

- Two (2) years of experience in the performance of college or university residence life and/or student affairs experience which equips the applicant to relate effectively to resident student and staff required.

Substitution Allowed: an advance degree in Counseling in Higher Education or Higher Education Administration may be substituted in lieu of experience.

Certifications and successful completion of training programs such as First Aid may be required prior to or during appointment.

These qualifications may be waived for individuals with appropriate alternative experience.

Preferred Qualification:

- Master's Degree from an accredited institution

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higherjobs.com, CCSU Website, CSCU Website*

The White Male goals and Black Male goals were previously achieved.

Twenty-two (22) individuals applied for this position: Four (4) White Males; Six (6) White Females; Two (2) Black Males; Two (2) Black Females; Three (3) Hispanic Females; Two (2) Two or More Males; Two (2) Two or More Females; One (1) Unknown Male.

Eight (8) applicants were determined to be not qualified: One (1) White Male; One (1) White Female; Two (2) Black Males; One (1) Black Female; One (1) Hispanic Female; Two (2) Two or More Females.

No applicants were determined to be minimally qualified.

Fourteen (14) applicants were determined to be finalists: Three (3) White Males; Five (5) White Females; One (1) Black Female; Two (2) Hispanic Females; Two (2) Two or More Males; One (1) Unknown Male.

One (1) Hispanic Female non goal candidate was hired for this position. She has one (1) year and four months of Residence Life experience as a Resident Assistant (RA). She has two (2) years of relevant experiences as graduate intern for the Women's Center, the Intercultural Center and an academic adviser for the Office of Equity and Diversity. These positions provided her with the opportunity to supervise student workers, develop programs focused on domestic violence intervention, gender equality and social justice. She has experience implementing larger scale programs through her graduate intern positions. Her responses to questions during her interview demonstrated she understands how to motivate student staff and has developed strategies for dealing with difficult or challenging individuals.

Program Administrator

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications for a Program Administrator in the Center for Community Engagement and Social Research. The Program Administrator is responsible for coordinating activities within the department.

Position Responsibilities:

- Plans, organizes, and coordinates the daily operation of the department / program. Provides assistance which may include research and writing to faculty, staff, students, vendors, clients, and/or other business executives on department/program matters. Prepares materials and schedules meetings.
- Assist with cultivation of business relations and department programs by planning, organizing, and coordinating the activities of the various programs and events developed by the department. Task may include copying, organizing, and coordinating materials for faculty and staff, scheduling meetings, arranging visits and confirming transportation and internship placements with sited and procuring materials as needed.
- Provides information on the schedule of programs, seminars and other activities to clients using computer database, publishing paper lists and/ or web page(s) and university catalogs. Coordinates with other campus departments/ activities for optimum utilization of resources.
- Assist in the preparation and/or dissemination of publications and/or services for the marketing of programs and/or events and coordinates with media as well as other departments when appropriate.
- Assists the Administrator in planning and implementation of training programs and or Symposiums.
- Develops systems to control intake, processing and maintenance of records, documents and similar materials.
- Creates and maintains databases for monitoring various program activities, costs, or other functions. Prepares a variety of routine as well as ad hoc reports as needed.
- In the absence of the supervisor, conducts routine business such as referring client to appropriate contacts, responding to client's inquiries, and providing brief program explanation as needed and resolving minor problems that may arise. May represent the University at required meetings and/or functions.
- May promote mutual understanding of domestic and international business executives, professionals, clients, and potential clients by answering programmatic question with sensitivity to the differences in their respective business cultures.
- Performs other duties and responsibilities related to those enumerated above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's Degree in related area required.
- Two or more years of experiences coordinating department related programs and/or events.

- Considerable knowledge of office systems and procedures
- Considerable knowledge of proper grammar, punctuation, and spelling
- Knowledge of business communications
- Some knowledge of business math
- Ability to schedule and prioritize office workflow.
- Ability to operate office equipment.
- Demonstrated ability to use personal computer and word processing and standard business software.
- Demonstrated ability to effectively communicate interpersonally as well as in writing.
- Strong organizational skills.

Credentials and/or experience substantially comparable to the above may also be considered.

Advertisements: Chronicle of Higher Ed, HigherEdJobs.com, Diverse Jobs, CCSU Website.

The White Male goals and Black Male goals were previously achieved.

Forty-seven (47) individuals applied for this position: Nine (9) White Males; Sixteen (16) White Females; Six (6) Black Females; **One (1) Hispanic Male;** Four (4) Hispanic Females; **One (1) AAIANHNPI Male;** **Four (4) AAIANHNPI Females;** One (1) Two or More Male; One (1) Two or More Female; One (1) Unknown Male; Three (3) Unknown Females.

Thirty-nine (39) applicants were determined to be not qualified: Nine (9) White Males; Eleven (11) White Females; Six (6) Black Females; **One (1) Hispanic Male;** Two (2) Hispanic Females; **One (1) AAIANHNPI Male;** **Four (4) AAIANHNPI Females;** One (1) Two or More Male; One (1) Unknown Male; Three (3) Unknown Females.

One (1) Hispanic Male, One (1) AAIANHNPI Male and Three (3) AAIANHNPI Females did not meet all the required qualifications. They do not have two (2) years of professional experience.

One (1) AAIANHNPI Female did not meet all the required qualifications. She did not have a bachelors degree in a related area and did not have two years of professional experience.

No applicants were determined to be minimally qualified.

Eight (8) applicants were determined to be finalists: Five (5) White Females; Two (2) Hispanic Females; One (1) Two or More Female.

One (1) Hispanic Female non goal candidate was hired for this position. She has a demonstrated record of working with a wide range of community partners. In her position as a Senior Intern for Immigration Services at the Department of Children and Families, she coordinated community outreach projects with internal and external partners. She has direct experience with experiential learning in a higher education setting, both from the standpoint of a student and an instructor. While serving as a Teaching Assistant at UConn, she furthered her experience in coordinating community outreach projects. In the interview, she identified specific strategies that she would utilize in networking with faculty on campus.

Administrative Faculty Program Associate New Student Programs

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications to join New Student Programs (NSP) as an Administrative Faculty Program Associate. This is an entry level position in which the incumbent will perform a variety of basic operational duties of a unit or program or provide support in the performance of more complex duties assigned to employees by a higher grade. We seek applicants who exhibit a positive attitude and maintain a strong aptitude to learn. Central's New Student Programs Office plays a pivotal role in the onboarding of new students from the moment a student has confirmed their acceptance to CCSU, all the way through their first year.

About CCSU's New Student Programs (NSP) Office The office of NSP has a centralized approach to disseminating campus resources and information to new students and families. NSP creates and delivers high-impact orientation programs, coordinates the First Year Experience courses and programs, and oversees student leadership opportunities within the Orientation Leader and Peer Leader programs, which support the transition of new students. For more information about Central Connecticut State University, please visit CCSU (<https://www2.ccsu.edu/>). Position Profile A successful candidate will be a primary connection point for new students and their families, linking them to the resources across the campus community. The incumbent will support coordinating resources for first year experience courses, planning programs for new students, and supporting logistical needs during the summer orientation season. Applicant Evaluative Criteria Applicant profiles and supplementary materials will be evaluated for appointment based on the following:

Required Qualifications:

Education:

- Bachelor's degree from an accredited institution.

Experience and Training:

- Two (2) years of professional experience in the performance of entry level duties within areas such as orientation, first year experience/programs, student affairs. Additional areas within higher education will be considered.
- The candidate must also possess strong oral and written communication skills and understand college student development.
- Note: Graduate Intern and/or Graduate Assistant experience in the area of study and/or practice of the designated unit and/or program shall be prorated as appropriate.

Preferred Qualifications:

- Knowledge of planning and implementing Orientation and/or First Year Experience programs and events.
- Experience working with university personnel, teaching faculty, staff, and students.
- Experience with collecting, analyzing, and maintaining data, databases and other record keeping; prepare and present reports. As an example, supporting the coordination of Orientation Leader application materials, as well as faculty contracts for FYE 102 & 103 courses.

Advertisements: *Higheredjobs.com, CCSU Website*

The White Male goal and Black Male goals were previously achieved.

Twenty-four (24) individuals applied for this position: Three (3) White Males; Nine (9) White Females; One (1) Black Male; Two (2) Black Females; **Two (2) Hispanic Males; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females;** Three (3) Two or More Females; One (1) Unknown Female.

Seventeen (17) applicants were determined to be not qualified: One (1) White Male; Eight (8) White Females; One (1) Black Female; **Two (2) Hispanic Males; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females;** Two (2) Two or More Females.

Two (2) Hispanic Males; One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females did not meet the required two (2) years of professional experience in the performance of entry level duties within areas such as orientation, first year experience programs, and student affairs.

No applicants were determined to be minimally qualified.

Seven (7) applicants were determined to be finalists: Two (2) White Males; One (1) White Female; One (1) Black Male; One (1) Black Female; One (1) Two or More Female; One (1) Unknown Female.

One (1) White Female non goal candidate was offered the position and declined.

One (1) Hispanic Female non goal candidate was hired for this position. She met all required and preferred qualifications. She has a Bachelor of Science degree in Human Services with a focus on mental health and counseling. She has seventeen (17) years' experience working in Higher Education in student affairs, campus and community resources, student engagement and front-line administration. She has an understanding of First Year Experience (FYE) programs and events. She discussed in detail about connecting students and families to proper resources. She is responsible for assisting in the delivery of a comprehensive, one-stop enrollment services experience to all credit students on their campus of the Connecticut State Community Colleges. She also collected and maintained data for analysis to see what other services needed to be offered or provided.

Assistant in Business Services

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications to join Fiscal Affairs as a full-time Assistant in Business Services. We seek applicants who have superior customer service skills, along with experience performing a variety of duties associated with accounts payable, travel authorizations and reimbursements, records storage management, petty cash operations and other business office functions.

About CCSU's Fiscal Affairs

Fiscal Affairs provides accounting and administrative support to the campus, in compliance with all federal, state, and international accounting guidelines. The Chief Budget and Compliance Officer leads the Fiscal Affairs' team, which includes Accounting, Accounts Payable, Budget, Contract Compliance & Procurement and Travel. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

The successful candidate will be responsible for processing vendor invoices/vouchers for payment, processes inter-agency invoices against bond payments, updates vendor information in systems and resolves and responds to inquiries on payment status for internal and external customers. Other duties will include but not limited to: processing travel; performing general accounting and finance duties including analysis, reconciliation, and corrections of various financial accounts and reports; compile data and prepare reports, statements, studies and analysis as required. The incumbent will monitor and review key data and documents for consistency, accuracy, and reasonableness.

Required Qualifications:

Education

- Bachelor's degree in accounting, finance, business administration or related field.

Experience and Training:

- Two years of experience in accounting, fiscal or business office with experience in accounts payable operations.
- Ability to use computer and associated software.

Preferred Qualifications:

- Experience working in bookkeeping, financial recordkeeping, and basic governmental accounting principles and practices.

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higheredjobs.com, CCSU Website*

The White Male goals and Black Male goals were previously achieved.

Nine (9) individuals applied for this position: Three (3) White Males; Two (2) White Females; One (1) Black Female; One (1) Hispanic Female; **One (1) AAIANHNPI Male;** One (1) Unknown Male.

Five (5) applicants were determined to be not qualified: Three (3) White Males; **One (1) AAIANHNPI Male;** One (1) Unknown Male.

One (1) AAIANHNPI Male did not have the required bachelors' degree and two (2) years of experience in accounting, fiscal or business office with experience in accounts payable operations.

No applicants were determined to be minimally qualified.

Four (4) applicants were determined to be finalists: Two (2) White Females; One (1) Black Female; One (1) Hispanic Female.

One (1) Hispanic Female non goal candidate was hired for this position. This candidate meets the required and preferred qualifications, including over two (2) years of experience as an Accounts Payable Clerk. Her computer skills include experience extracting data from financial systems for data manipulation. She also worked with customer service software such as Microsoft Teams and has travel experience.

Assistant Director of Undergraduate Advising

Selection: One (1) Hispanic Female

One (1) individual applied for this position: One (1) Hispanic Female.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Female.

One (1) Hispanic Female candidate was hired for this position. This was a contractual search with vacancies available to internal SUOAF candidates only.

SECRETARIAL CLERICAL VARIED (Excluding Secretary 2)

GOALS:

Hiring	Promotional
1 Hispanic Male	1 White Female
2 Hispanic Females	1 Hispanic Female

Office Assistant

Selection: Three (3) White Females and One (1) AAIANHNPI Female

Purpose of Job Class

In a state agency, this class is accountable for performing a full range of general clerical functions or for carrying out responsibility for the flow and completion of clerical work in an assigned area.

Example of Duties

Typing: Types a variety of materials in relation to other duties or as assigned; enters and retrieves data on personal computers and computer terminals.

Filing: Sets up and maintains office procedures, filing and indexing systems and forms for own use.

Correspondence: Composes routine correspondence.

Report Writing: Compiles and generates recurrent technical, statistical or financial reports requiring judgement in the selection and presentation of data (format).

Interpersonal: Provide general information and referral services in response to citizen complaints or questions regarding an agency's services or authority; responds to inquiries from other work units or departments/agencies; applies agency policies and state statutes and regulations in determining case status or responding to requests for procedural assistance; may lead lower-level employees in carrying out assigned clerical functions.

Processing: Maintains calendars of due dates and initiates recurring work or special clerical projects accordingly; processes a variety of documents in determining routine case status; exercises discretion in choosing appropriate follow through procedures within defined guidelines including assembling and reviewing incoming materials for accuracy, completeness and conformance to established guidelines and agency policy and procedures, verifying information through use of internal resources and contacts with sender and other work units and soliciting additional information as required by phone or form letter; processes purchase requisitions/purchase orders for subsequent action; prepares payment lists and billing invoices; receives shipments of materials and matches/verifies shipment or billing invoices against original purchase orders; maintains billing control cards, files, journals or account ledgers by posting credits, expenditures, interest, etc.; figures payments, costs, discounts and adjustments using prescribed methods and formulas; receives monies in various forms such as cash, checks, and money orders and prepares for deposit; maintains inventory and orders supplies; uses a variety of automated equipment to perform job functions; performs related duties as required.

Knowledge, Skill, and Ability

Knowledge of office systems and procedures including proper telephone usage and filing; oral and written communication skills; skill in performing arithmetical computations; basic interpersonal skills; ability to perform a full range of clerical tasks; ability to operate office equipment which includes person computers, computer terminals and other electronic automated equipment; ability to operate office suite software; ability to schedule and prioritize workflow; ability to read and interpret complex instructions.

Minimum Qualifications-General Experience

Two (2) years of general clerical work experience.

Minimum Qualifications-Substitutions Allowed

College Training may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling six (6) months of experience.

Preferred Qualifications

- Proficiency in Microsoft Office Suite
- Proficiency in Banner
- Experience working in Higher Education and/or Financial Aid Office
- Experience handling confidential and/or financial information.
- Experience working in a customer services-based office environment.

Advertisements: *CCSU Website, DAS Website*

Two hundred and eighty-seven (287) individuals applied for this position: Twenty-five (25) White Males; One hundred and nineteen (119) White Females; Five (5) Black Males; Forty-nine (49) Black Females; **Two (2) Hispanic Males; Twenty-nine (29) Hispanic Females;** Two (2) AAIANHNPI Males; Nine (9) AAIANHNPI Females; Eight (8) Two or More Males; Twenty-eight (28) Two or More Females; Two (2) Unknown Males; Eight (8) Unknown Females; One (1) Unknown Unknown.

One hundred and ninety-nine (199) applicants were determined to be not qualified: Seventeen (17) White Males; Seventy-three (73) White Females; Four (4) Black Males; Thirty-eight (38) Black Females; **Two (2) Hispanic Males;**

Twenty-three (23) Hispanic Females; One (1) AAIANHNPI Male; Five (5) AAIANHNPI Females; Six (6) Two or More Males; Twenty-four (24) Two or More Females; Two (2) Unknown Males; Three (3) Unknown Females; One (1) Unknown Unknown.

Two (2) Hispanic Males and Twenty-three (23) Hispanic Females were deemed not qualified per the Department of Administrative Services (DAS). They did not answer the required referral questions during the application process.

Sixty-six (66) applicants were determined to be minimally qualified: Six (6) White Males; Thirty-three (33) White Females; Eleven (11) Black Females; **Four (4) Hispanic Females;** One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; Two (2) Two or More Males; Three (3) Two or More Females; Four (4) Unknown Females.

Three (3) Hispanic Females did not meet any preferred qualifications. Proficiency in Microsoft Office Suite; Proficiency in Banner; Experience working in Higher Education and/or Financial Aid Office; Experience handling confidential and/or financial information; Experience working in a customer services-based office environment.

One (1) Hispanic Female only met one preferred qualification. She had experience with Microsoft Office Suite.

Twenty-two (22) applicants were determined to be finalists: Two (2) White Males; Thirteen (13) White Females; One (1) Black Male; **Two (2) Hispanic Females;** Two (2) AAIANHNPI Females; One (1) Two or More Female; One (1) Unknown Female.

Two (2) Hispanic Females did not show up for their scheduled interviews.

Twenty (20) applicants were interviewed: Two (2) White Males; Thirteen (13) White Females; One (1) Black Male; Two (2) AAIANHNPI Females; One (1) Two or More Female; One (1) Unknown Female.

Three (3) White Females and One (1) AAIANHNPI Female non goal candidates were hired for this position.

One (1) White Female met all required and three preferred qualifications. She can manage multiple priorities, uses calendars to disperse the workload. She meets required deadlines and prioritizes tasks using Microsoft software. She worked with protocols that ensure confidentiality of personal identifiable information and has demonstrated customer service skills. She also has worked with financial information and statistical data.

One (1) White Female met all required and three preferred qualifications. She plans daily tasks using Outlook Calendar. She has demonstrated customer service skills when dealing with staff and clients and ensures confidentiality when working with sensitive information. She has experience with Microsoft Office Suite and other computer software.

One (1) White Female met all required and all preferred qualifications. She has higher education experience working in the Registrar's office at Goodwin College. She has experience in Microsoft Office Suite and Banner. She has experience working in a fast-paced environment and handles stressful situations well. She works with veteran students, and she is a VA School Certifying Official. She has customer service, communication, and time management skills. Additionally, she has a MA/MS in Organizational Leadership

One (1) AAIANHNPI Female met all required and three preferred qualifications. She has higher education experience working as a student worker in Registrar's office, a Graduate Assistant in CCSU Pre-Collegiate & Access Services and as a Graduate Intern in SCSU Center for Academic Success. She is familiar with FERPA and privacy guidelines. She maintains calendars of due dates and initiates recurring work or special clerical projects. Additionally, she has a MS in Counselor Education.

SECRETARIAL CLERICAL – SECRETARY 2

GOALS:

Hiring	Promotional
3 White Females	1 White Female
1 AAIANHNPI Female	
1 Two or More Female	

No hires occurred in this category during the reporting period.

TECHNICAL PARAPROFESIONAL

GOALS:

Hiring	Promotional
1 Black Female	None
1 Hispanic Female	

Administrative Faculty Trainee Information Technology

Selection: One (1) White Female, One (1) Hispanic Female and One (1) AAIANHNPI Female

Central Connecticut State University invites applications for three (3) full-time Administrative Faculty Trainees within the Client Support Services Team which is comprised of the Help Desk, Onsite support, and Desktop Engineering in the Information Technology Department. This is an exciting opportunity for recent college graduates to participate in a formal development program that is designed to provide the necessary knowledge skills and abilities to qualify for a designated Administrative Faculty Program Associate Administrator II position. Upon completion of this program the anticipated areas of work would be Onsite Support and Desktop Engineering.

Position Profile

The successful candidate will provide technical support and assistance to faculty, staff, and students. This will include troubleshooting hardware and software issues, resolving technical problems and helping clients with their IT related questions. The incumbent may also assist with supporting technology in classrooms, maintain computer inventories and/or assist with configuring, deploying, and updating operating systems and software applications. Incumbent may also collect, analyze, and maintain data, databases and other record keeping.

Incumbents may be required to work on campus including evenings and weekends, as necessary.

Required Qualifications:

Education:

- Bachelor's degree from an accredited college or university.

Preferred Qualifications:

- Bachelor's degree in Computer Science, Cyber Security, Engineering and Information Systems.
- Experience with call tracking software, inventory control practices, installing computer hardware and/or software.
- Knowledge in supporting networked microcomputers such as laptops and desktops (both Mac and PC), mobile phones, notebooks, workstations, and embedded systems.

Advertisements: *Higherjobs.com, Chronicle of Higher Education, CCSU Website.*

Fourteen (14) individuals applied for this position: Four (4) White Males; Two (2) White Females; One (1) Black Male; **One (1) Black Female; One (1) Hispanic Female;** One (1) AAIANHNPI Male; Two (2) AAIANHNPI Females; One (1) Unknown Male; One (1) Unknown Female.

Three (3) applicants were determined to be not qualified: Two (2) White Males; One (1) AAIANHNPI Male.

Eight (8) applicants were determined to be minimally qualified: Two (2) White Males; One (1) White Female; One (1) Black Male; **One (1) Black Female;** One (1) AAIANHNPI Female; One (1) Unknown Male; One (1) Unknown Female.

Three (3) applicants were determined to be finalists: One (1) White Female; **One (1) Hispanic Female;** One (1) AAIANHNPI Female.

One (1) White Female non goal candidate, **One (1) Hispanic Female goal candidate,** and One (1) AAIANHNPI Female non goal candidate were hired for this position. **This hire met the one (1) goal for Hispanic Female in the Technical Paraprofessional Category.**

Recruitment and Admissions Representative Graduate Admissions

Selection: One (1) White Male and One (1) Two or More Female

Central Connecticut State University invites applications for a Recruitment and Admissions Representative I in Graduate Admissions. Working under the general guidance of the Director of Recruitment and Admissions or designee, the Recruitment and Admissions Representative I works cooperatively in all phases of the admissions process. This position will assist with the recruitment, evaluation, and selection of students; participate in travel to recruitment locations; assist with correspondence and follow-up with prospective students, and the general public; and assist in special projects/programs as required.

Position Responsibilities:

- Under the general guidance of the Director of Recruitment and Admissions or designee, evaluates applications for admissions.
- Assists with visits to high schools and colleges for recruitment purposes and explains programs and requirements.
- Conducts standard interviews with prospective undergraduate students. With more complex situations, will assist with interviews in coordination with a higher-level admission professional.
- Arranges tours, class visitations, and other special projects.
- Assists academic and administrative departments with disseminating information to prospective students, community agencies, etc.
- Assists with the development of brochures and other materials and becomes acquainted with the University's marketing philosophy.
- Performs other duties and responsibilities related to those above which do not alter the basic level of responsibility of the position.

Required Qualifications:

- Bachelor's degree.
- Current driver's license is required.
- Weekend and evening work is occasionally required.

Preferred Qualifications:

- Familiarity with the admissions office operation, recruitment, or marketing is desirable.

Advertisements: *Higheredjobs.com, CCSU Website.*

The Hispanic Female goal was previously achieved.

Thirty-two (32) individuals applied for this position: Five (5) White Males; Thirteen (13) White Females; Two (2) Black Males; **Three (3) Black Females;** One (1) Hispanic Female; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; Two (2) Two or More Females; Two (2) Unknown Males; One (1) Unknown Female.

Two (2) applicants were determined to be not qualified: One (1) White Female; One (1) AAIANHNPI Male.

Twenty-four (24) applicants were determined to be minimally qualified: Three (3) White Males; Eleven (11) White Females; Two (2) Black Males; **Three (3) Black Females;** One (1) AAIANHNPI Male; One (1) AAIANHNPI Female; One (1) Two or More Female; One (1) Unknown Male; One (1) Unknown Female.

Three (3) Black Females did not meet the preferred qualification. Their application paperwork did not include their familiarity with the admissions office operation, recruitment, or marketing experience.

Six (6) applicants were determined to be finalists: Two (2) White Males; One (1) White Female; One (1) Hispanic Female; One (1) Two or More Female; One (1) Unknown Male.

One (1) White Male non goal candidate and one (1) Two or More Female non goal candidate were hired for this position.

One (1) White Male met all required and preferred qualifications. He has spent one (1) year in the role and has demonstrated an ability to effectively complete the job requirements. Through the interview process and reference checks, it became apparent that he is successful working as part of a team, supporting students, and possesses a willingness to learn. During the interview, he demonstrated a willingness to adjust his schedule to the needs of the students, including participating in an international recruiting event at 5:30 AM.

One (1) Two or More Female met all required and preferred qualifications. She has experience working in an admissions office and coordinating tours for prospective college students. Through the interview process and reference checks, she demonstrated her passion for working with students and a willingness to listen and help support their success. During the interview, she described and displayed a direct communication style and a focus on the need to respond to student requests as quickly as possible. When working with students, she mentioned asking questions to determine “how can I help you”.

Administrative Faculty Trainee Biology

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications for a full-time Administrative Faculty Trainee in the Biology Department for the Doctor of Nurse Anesthesia Program (DNAP). This is a training/entry level position whose incumbent participates in a formal development program designed to provide the necessary knowledge, skills, and abilities to qualify for advancement to the Administrative Faculty Program Associate position in the Biology Department for the DNAP program at a higher administrative rank.

About CCSU's Doctor of Nurse Anesthesia Program (DNAP)

The Doctor of Nurse Anesthesia (DNAP) Program is a part of the CCSU Biology Department. The program trains critical care nurses to become highly proficient nurse anesthesia practitioners. In collaboration with Yale New Haven Hospital School of Nurse Anesthesia and Integrated Anesthesia Associates' Nurse Anesthesia Program of Hartford, our DNAP provides a practice-based doctoral degree in nurse anesthesia that enables critical care registered nurses to become either certified registered nurse anesthetists (CRNAs) or, for those possessing a master's degree, to acquire a doctoral degree. Our program prepares practitioners to become leaders and experts in anesthesia care by providing a curriculum that includes an expanded understanding of evidence-based medicine, advanced sciences, bioethics, healthcare policy, and patient safety.

Position Profile

The successful candidate will assist the DNAP coordinators and the Biology Department Chair in the administration of the DNAP program by providing office and phone coverage, managing correspondence, maintaining budget records, ordering supplies, coordinating room assignments and access, event planning for orientation and on-campus sessions updating web pages, and responding to prospective students concerning programmatic information. This will also include preparing and revising appointment forms and contracts for part-time DNAP faculty and assisting faculty with

lab set up and exam proctoring. Incumbent may be required to work evenings and weekends; may be required to work off campus.

Required Qualification:

- All applicants must possess a Bachelor's Degree from an accredited institution.

Preferred Qualifications:

- Bachelor's degree in a Business-related field.
- Previous administrative experience in an academic setting.
- Demonstrated proficiency with Microsoft Office, Microsoft Teams and Blackboard.

Advertisements: *Higherjobs.com, Chronicle of Higher Education, CCSU Website.*

The Hispanic Female goal was previously achieved.

Five (5) individuals applied for this position: One (1) White Male; **One (1) Black Female**; One (1) Hispanic Female; One (1) Unknown Female; One (1) Unknown Unknown.

Two (2) applicants were determined to be not qualified: One (1) Unknown Female; One (1) Unknown Unknown.

One (1) applicant was determined to be minimally qualified: One (1) White Male.

Two (2) applicants were determined to be finalists: One (1) Black Female; One (1) Hispanic Female.

One (1) Black Female has a bachelor's degree in public health. Her professional work experience has been as an elementary and middle school teacher and community health educator. She has experience with Microsoft Office in keeping spreadsheets for budgets and using Outlook for scheduling appointments. She has no experience in using Teams to manage files and does not have experience using Blackboard to proctor exams and managing shells for instruction.

One (1) Hispanic Female candidate was hired for this position. She has a bachelor's degree in economics with a minor in Business. She has three (3) years of administrative experience including as an interim assistant in the DNAP program. She has experience with Microsoft Office and created spreadsheets for budgets. She uses Outlook for scheduling meetings and creates new Team meetings and manages Team files. She has experience using Blackboard from both the student side and from the teacher side, with knowledge of how to proctor exams and manage shells for instruction.

Administrative Faculty Trainee Latin American, Latino, and Caribbean Center

Selection: One (1) Hispanic Female

Central Connecticut State University invites applications to join the Latin American, Latino, and Caribbean Center as an Administrative Faculty Trainee, Administrator I. We seek applicants who will bring cultural competency and positive energy to this busy academic cultural center to support the work of the director, student assistants, graduate assistant(s) and board members. This is an exciting opportunity for recent college graduates to participate in a formal development program that is designed to provide the necessary knowledge skills and abilities to qualify for a designated Administrative Faculty Program Associate Administrator II position.

About CCSU's Latin American, Latino, Caribbean Center

Founded in 1995, CCSU's Latin American, Latino, and Caribbean Center is an academic cultural center that promotes the understanding and the appreciation of the historical, social, and cultural life of Latin American and Spanish Speaking Caribbean societies and of Latinos in the United States, while also providing student development. The LALCC sponsors events, faculty and student research projects, community outreach, student engagement, study abroad and international exchange. It maintains a resource center on Latin American, Latino, and Caribbean Studies

and a small computer lab for student use. Annually, it employs on average fifteen (15) work study student assistants and one or two graduate assistants. The Center supports the University's mission of fostering diversity and global awareness and contributes to CCSU's emergence as a Hispanic Serving Institution. For more information about CCSU's Latin American, Latino, Caribbean Center, please visit Latin American, Latino, and Caribbean Center.

Position Profile

This is a training /entry level position, the successful candidate will perform and/or learn a variety of duties and skills while participating in a training and development program to enable them to assist the Director and Graduate Assistant(s) with: the Student Development Program; organizing and coordinating Center events; assuring the smooth operation of the Center and its physical space; preparing paperwork for signature by Director or other Board Members; coordinating Center participation in community festivals; reviewing paperwork for bill payment; reviewing the budget for accuracy; coordinating Center Social Media program; drafting letters and other correspondence for Center Director; maintaining paper and electronic records; assisting students with undergraduate level research projects and presentations related to Latin American, Latino, and Caribbean Studies; assisting visitors to Center; representing the Center and the University at Open Houses; attending professional conferences related to Latin American, Latino, and/or Studies; assisting with grant application development for Center programs; and meeting with peers at the University and in surrounding colleges and universities and/or schools.

Work Environment:

Incumbents typically perform their work indoors, on campus, and in-person; may be required to work evenings and weekends; may be required to work off campus; may be required to lift equipment, educational, training, or other materials; may be exposed to some risk of injury from equipment and/or in the engagement in technical services.

Knowledge, Skills, and Abilities

Knowledge, skills, and abilities attributed to a formal educational program of study; Knowledge of and ability to apply principles and practices of target classification, Faculty Program Associate; Demonstrated technical skills of target classification; Knowledge of and ability to apply Federal and State laws and regulations as well as University and BOR/CSCU policies and procedures; Knowledge of and ability to apply best practices of target classification; Considerable ability to use appropriate equipment, computerized systems, platforms and software; Considerable interpersonal and presentation skills; Considerable oral and communication skills; Considerable ability to collect, analyze and prepare data; Considerable ability to prepare reports and other materials.

Required Qualifications:

- Bachelor's degree from an accredited institution in Latin American, Latino, or Caribbean Studies or related field (Anthropology, History, World Languages, Geography, Sociology).

Preferred Qualifications:

- Bilingual or trilingual in Spanish/English and/or Spanish/Portuguese/English
- Successful completion of a research project related to Latin America, Latino, and /or Caribbean Studies in a related field and at the appropriate level for an undergraduate.
- Participation in clubs related to Latin American, Latino and/or Caribbean areas in a Higher Education setting.

Advertisements: *Higheredjobs.com, Chronicle of Higher Education, CCSU Website.*

The Hispanic Female goal was previously achieved.

Three (3) individuals applied for this position: One (1) White Female; Two (2) Hispanic Females.

One (1) applicant was determined to be not qualified: One (1) Hispanic Female.

No applicants were determined to be minimally qualified.

Two (2) applicants were determined to be finalists: One (1) White Female; One (1) Hispanic Female.

One (1) Hispanic Female candidate was hired for this position. She met the required and all preferred qualifications. She has experience with student clubs and working collaboratively with various university departments including Student Activities and Leadership Development (SALD), Financial Aid, Human Resources, Grants and Sponsored Programs, Purchasing, and the library. She effectively demonstrated her ability to communicate with students, faculty, and staff. Additionally, she is trilingual in English, Spanish and Portuguese.

SKILLED CRAFTS

Under the collective bargaining agreement, all service maintenance job opportunities are initially posted within the system and offered based on seniority.

GOALS:

Hiring	Promotional
1 Black Male	None
1 Hispanic Male	

Qualified Craft Worker (Electrical)

Selection: One (1) White Male

CCSU is currently accepting applications for Qualified Craft Worker (Electrical) in the Facilities Management Department. This position is 1st shift with a schedule of 8:00am-4:00pm, Monday through Friday, 37.5 hours per week. The incumbent in this position will be required to possess and retain an active E-2 Unlimited Electrical Journeyman License. ***All candidates must include their E-2 Unlimited Electrical Journeyman License number with issuing state and expiration date on their application to be considered.***

Purpose of Job Class

In a state agency, this class is accountable for performing a full range of highly skilled duties in one of the following trade areas: electrical, plumbing and steam fitting, utilities or heating, ventilation, and refrigeration.

Examples of Duties

Performs highly skilled maintenance and/or construction work requiring application of trade skills, codes and standard trade practices in electrical, plumbing, utilities, or HVAC trade areas; makes estimates of time, personnel and determines and obtains required materials; keeps necessary records; may perform duties related to similar trade areas as required; may act as a liaison with other operating units and outside contracts; may operate heavy equipment; may respond to fire and/or crash emergency situations at state owned airports; performs related duties as required.

Electrical: Performs highly skilled tasks in accordance with national and local codes and standard trade practices; lays out and installs electrical conduit for power and lighting; makes repairs to electrical motors, controllers, switchboard panels, traffic lights, lights, power circuits, ventilating fans, electronic counting and traffic control devices; intercommunication systems and electrical generators; installs open and concealed wiring and lighting fixtures; maintains and repairs unit heaters, fans, building maintenance machines and equipment, gas pumps, refrigeration units, diesel electric generators, movable bridges, fire alarm systems, etc.; repairs relays and switches; rewires motors; bends pipes; installs, repairs and maintains oil burners; performs necessary safety testing of electrical equipment and keeps required records; performs pole work; may diagnose failures and repair drilling and patching to facilitate installations; may assist in high voltage work.

Knowledge, Skills, and Ability

Considerable knowledge of and ability to apply standard tools, materials, methods, and practices of the particular trade; interpersonal skills; oral and written communication skills; ability to prepare estimates and keep shop records; some ability to utilize computer software.

Minimum Qualifications

Four (4) years of experience in the particular trade area indicated by the parenthetical title.

Minimum Qualifications-Special Experience

- Two (2) years of the General Experience must have been performing skilled trade functions in the specific trade area.
- Note: For State Employees, this is interpreted at the level of Skilled Maintainer or Transportation Maintainer 2

Minimum Qualifications-Substitutions Allowed

- Graduation from a vocational or technical school with a diploma designating completion of subject requirements in a maintenance trade area may be substituted for two (2) years of General Experience.
- Two (2) years of experience as a Qualified Craft Worker Intern in a designated maintenance trade area may be substituted for the General and Special Experience.
- Experience performing technical duties within a designated maintenance trade area on a military base, aircraft carrier or large compound may be substituted for the General Experience and Special Experience on a year for year basis.

Special Requirements

- Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications including possession and retention of an Unlimited Journey person's license in the trade area indicated by the parenthetical title.
- Incumbents in this class may be required to possess and retain specific education and/or experience to meet various certification requirements.

Physical Requirements

- Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties.
- A physical examination may be required.

Working Conditions

- Incumbents in this class may be required to lift moderate to heavy weights and to use protective equipment such as respirators and safety goggles; and may be exposed to risk of injury from equipment, extreme weather conditions and/or environmental conditions.
- The appointing authority may require completion of an asbestos removal program consistent with EPA guidelines for operations and maintenance during employment in this class. Incumbents may be required to use protective equipment such as respirators and safety goggles.

Advertisements: *DAS, CCSU Website*

Twenty-two (22) individuals applied for this position: Eighteen (18) White Males; **One (1) Black Male; Two (2) Hispanic Males;** One (1) Unknown Male.

One (1) applicant was determined to be not qualified: One (1) Unknown Male.

No applicants were determined to be minimally qualified.

Twenty-one (21) applicants were determined to be finalists: Eighteen (18) White Males; **One (1) Black Male; Two (2) Hispanic Males.**

One (1) Black Male did not respond to an interview request.

One (1) Hispanic Male did not show for the scheduled interview.

One (1) Hispanic Male had an emergency and was not able to attend the scheduled interview or a rescheduled interview.

Eighteen (18) applicants were interviewed: Eighteen (18) White Males.

One (1) White Male non goal candidate was hired for this position. He has an active and valid E-2 Unlimited Electrical Journeyman License that has been verified. He has experience with Class A and B fire alarm systems. He has experience with medium voltage power distribution systems. He also has experience with Siemens and Johnson Control lighting systems and experience with arch fault PPE.

SERVICE MAINTENANCE (EEO7)

Under the collective bargaining agreement, all service maintenance job opportunities are initially posted within the system and offered based on seniority.

SERVICE MAINTENANCE VARIED (EXCLUDING CUSTODIANS)

GOALS:

Hiring	Promotional
1 White Female	1 White Female
1 Black Female	
3 Hispanic Males	2 Hispanic Males
2 Hispanic Females	1 Hispanic Female
1 Two or More Male	

Power Plant Operator

Selection: One (1) Hispanic Male

Central Connecticut State University (CCSU) is accepting applications from candidates who meet the qualifications for a Power Plant Operator-Energy Center. This position is located in Facilities Management. This position is full time (40 hours per week). The work schedule will be 3rd shift, 11 pm – 7 am, rotating days off and required work on holidays and weekends. The incumbent in this position is accountable for performing duties in the operation and maintenance of the cogeneration power plant.

Purpose of Job Class

At Central Connecticut State University this class is accountable for independently performing a full range of duties in the cogeneration power plant.

Examples of Duties

Performs highly skilled duties to ensure safe operation of multiple power plant equipment for economic and efficient production of high pressure steam, electrical power and chilled water to meet energy needs; tours plant to observe operation of equipment and detect faulty or erratic operation of systems such as reciprocating engines, boilers, steam absorption chillers, electric chillers, pumping systems, large motors, cooling towers, medium voltage switch gear systems, urea and emission systems; uses visual and audio observation to monitor vendor and manufacturer calibrated settings in accordance with state and federal regulations; records performance indicators on log deficiency report; makes preventive maintenance repairs such as changing fan belts, valves, gauges, greasing of motors and minor plumbing; samples and performs a chemical test to eliminate hardness in water; cleans pumps; applies lock

out tag out procedure when necessary; adds sand to tower water filters; replaces filters; compares logged deficiencies with distributed control system pre-set control points in control software in control room; makes adjustments to control system's set points for proper equipment performance; makes adjustments to maintain electrical production to a defined kilowatt measurement to minimize commercial power consumption; monitors control system for necessary production process control and performance; refers to defined ranges set by vendor and in accordance with state and federal regulations; detects faulty and erratic equipment operations through improper reads on display screens and responds to equipment site to diagnose and repair equipment problem; contacts supervisor and or outside vendor to repair as appropriate or to follow power outage procedures; prepares reports as required; monitors energy management system for building environmental controls, records critical data and contacts appropriate trade worker for repair; takes general maintenance phone calls and directs calls to appropriate trade worker and completes work orders if necessary; performs related duties as required.

Knowledge, Skills, and Ability

Knowledge of theory and application of high pressure boilers, heat recovery steam generators, reciprocating engines and auxiliary systems; knowledge of industrial instrumentation and control systems; interpersonal skills; oral and written communication skills; ability to read and interpret piping and instrument diagrams, electrical one-line, schematic and logic diagrams; ability to apply some principles of physics, chemistry, thermodynamics, heat transfer, fluid flow and combustion; ability to utilize computer software.

Minimum Qualifications

Three (3) years of experience in a cogeneration power plant or industrial setting including the operation, maintenance and repair of high-pressure steam boilers, heat recovery steam generators or other mechanical equipment.

Minimum qualifications-substitutions allowed:

1. Graduation from a vocational or technical school with a diploma in a related field may be substituted for two (2) years of the General Experience.
2. College training in mechanical engineering or a related field may be substituted for the General Experience on the basis of fifteen (15) semester hours equaling one-half (1/2) year of experience to a maximum of three (3) years for a bachelor's degree.

Preferred Qualifications

Knowledge of boiler controls and operations in a large-scale facility Experience working in higher education

Physical Requirements

1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

Working Conditions

Incumbents in this class may be required to lift moderate to heavy weights, use protective equipment such as respirators and safety goggles and may be exposed to significant levels of noise, dust, heat, and risk of injury from equipment and or environmental conditions.

Advertisements: DAS, CCSU Website

Seventeen (17) individuals applied for this position: Ten (10) White Males; **Two (2) White Females;** One (1) Black Male; **One (1) Hispanic Male;** **Two (2) Two or More Males;** One (1) Two or More Female.

Ten (10) applicants were determined to be not qualified: Seven (7) White Males; **One (1) White Female; One (1) Two or More Male;** One (1) Two or More Female.

No applicants were determined to be minimally qualified.

Seven (7) applicants were determined to be finalists: Three (3) White Males; **One (1) White Female;** One (1) Black Male; **One (1) Hispanic Male; One (1) Two or More Male.**

One (1) White Male declined offer.

One (1) Hispanic Male goal candidate was hired for this position. **This hire met the first of three (3) Hispanic Male goals in the Service Maintenance Varied category.**

Storekeeper

Selection: One (1) White Male and One (1) Black Male

CCSU is accepting applications from candidates who meet the qualifications for Storekeeper in the Facilities Management Department. This is a 1st shift position with a schedule of 8:00am-4:00pm, Monday through Friday, 37.5 hours per week.

Purpose of Job Class

This class is accountable for independently performing a full range of various stores duties, both manual and clerical, such as receiving, storing, issuing, inspecting, inventorying, and the like; may be in charge of a small storeroom or be a specialist in a phase of total stores operation.

Examples of Duties

Receives and issues stock and maintains records of receipts, requisitions, and stock on hand; arranges stock in planned fashion, with due account taken of age, accessibility, safety and security; clarifies amount and condition of stock on hand and reports all discrepancies or need for replenishment; verifies quantity and quality of incoming supplies against invoices, dray bills, bills of lading and orders; maintains housekeeping and security of stores area; takes required inventory of materials and supplies; receives gas station reports and makes necessary corrections; keeps mileage and maintenance records of vehicles in car pool; inspects material handling equipment, scales, gas pumps and other allied storeroom equipment for accuracy and safety; codes and inventories furniture and equipment; operates material handling equipment; may perform purchasing functions for inventory item stock replenishment; may drive motor vehicles as assigned; may enter data into a computer; performs related duties as required.

Knowledge, Skills, and Ability

Knowledge of the methods of requisitioning, handling, storing, and issuing of materials and supplies; knowledge of safe and efficient warehousing practices including purchasing; some interpersonal skills; some oral and written communication skills; ability to keep accurate stock records and inventories; ability to utilize computer software.

Minimum Qualifications

Two (2) years of experience in stock warehouse work or closely related work that could reasonably be expected to provide the knowledge, skills and abilities listed above.

Preferred Qualifications

- Experience with inventory tracking and warehouse equipment (i.e. barcode scanner, forklift, pallet jack)
- Experience in shipping and receiving or a warehouse environment
- Experience with moving equipment

- Availability to work either schedule listed above (See Introduction)
- Experience with Microsoft Office Suite and computerized asset management software

Special Requirements

Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications.

Physical Requirements

1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

Working Conditions

Incumbents in this class may be required to lift moderate to heavy weights; may be exposed to weather conditions and may be required to handle hazardous materials/chemicals.

Advertisements: Higher Ed Jobs, Diverse Jobs, DAS, CCSU Website

One hundred and eighty-two (182) individuals applied for this position: Fifty-five (55) White Males; **Twenty-four (24) White Females;** Twenty-six (26) Black Males; **Seventeen (17) Black Females;** **Fourteen (14) Hispanic Males;** **Nine (9) Hispanic Females;** Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female; **Fourteen (14) Two or More Males;** Eleven (11) Two or More Females; Four (4) Unknown Males.

One hundred and fifty-five (155) applicants were determined to be not qualified: Forty-two (42) White Males; **Twenty-one (21) White Females;** Twenty-two (22) Black Males; **Sixteen (16) Black Females;** **Thirteen (13) Hispanic Males;** **Nine (9) Hispanic Females;** Four (4) AAIANHNPI Males; One (1) AAIANHNPI Female; **Twelve (12) Two or More Males;** Eleven (11) Two or More Females; Four (4) Unknown Males.

Twenty-one (21) White Females, Sixteen (16) Black Females, Thirteen (13) Hispanic Males, Nine (9) Hispanic Females and Twelve (12) Two or More Males were disqualified by the Department of Administrative Services (DAS) because they did not respond to a referral question: “Do you possess at least two (2) years of experience in stock or warehouse work or closely related work that could reasonably be expected to provide the following knowledge, skills and abilities: Knowledge of the methods of requisitioning, handling, storing and issuing of materials and supplies; knowledge of safe and efficient warehousing practices including purchasing; some interpersonal skills; some oral and written communication skills; ability to keep accurate stock records and inventories; ability to utilize computer software?”

Seven (7) applicants were determined to be minimally qualified: One (1) White Male; **Two (2) White Females;** One (1) Black Male; **One (1) Black Female;** One (1) AAIANHNPI Male; **One (1) Two or More Male.**

One (1) White Female met three of the five preferred qualifications. She did not have experience with moving equipment and was not available to work during the 1st shift position with a schedule of 8:00am-4:00pm, Monday through Friday.

One (1) White Female met two of the five preferred qualifications. She did not have experience with moving equipment, experience in shipping and receiving or a warehouse environment and was not available to 1st shift position with a schedule of 8:00am-4:00pm, Monday through Friday.

One (1) Black Female and **One (1) Two or More Male** did not meet the preferred qualifications.

Twenty (20) applicants were determined to be finalists: Twelve (12) White Males; **One (1) White Female;** Three (3) Black Males; One (1) Hispanic Male; Two (2) AAIANHNPI Males; **One (1) Two or More Male.**

One (1) White Female and **One (1) Two or More Male** did not respond to an interview request.

Eighteen (18) applicants were interviewed: Twelve (12) White Males; Three (3) Black Males; One (1) Hispanic Male; Two (2) AAIANHNPI Males.

One (1) White Male and One (1) Black Male non goal candidates were hired for this position.

One (1) White Male non goal candidate has ten (10) years’ experience in shipping, receiving and inventory control from the lottery and private industry. This experience includes knowledge with inventory software, warehouse operations, and inventory control. He also has experience with forklifts, pallet jacks and barcode scanners.

One (1) Black Male has over twenty (20) years’ experience in shipping, receiving, and inventory. This experience includes shipping and receiving of products and order preparation as well as experience with production scheduling. He has experience with forklift and pallet jack operation in addition to repair and maintenance of this equipment. He also has experience with inventory control and inventory computer software.

SERVICE MAINTENANCE/CUSTODIANS (EE07)

GOALS:

Hiring	Promotional
1 White Male	None
1 Black Male	
1 Black Female	
3 Hispanic Females	
1 Two or More Male	
1 Two or More Female	

Custodian

Selection: One (1) Hispanic Female and One (1) Two or More Male

We are accepting applications from candidates who meet the qualifications Custodian positions. These positions are in the Custodial Services Department. These positions are full time (37.5 hours per week) position with shift and schedule to be determined on 1st, 2nd and 3rd shift and may be required to work on weekends and holidays. The incumbents in these positions are accountable for independently performing a full range of basic tasks in the cleaning and maintenance of university buildings.

Purpose of Job Class (Nature of Work)

In a state agency this class is accountable for performing a full range of basic tasks in the cleaning and maintenance of buildings.

Examples of Duties

Performs custodial tasks and maintenance of areas such as dormitories, classrooms, offices, auditoriums, wards, kitchens, dining rooms and lavatories including outdoor areas (i.e. trash around buildings); dusts, mops, sweeps, scrubs, strips, waxes and polishes floors using appropriate equipment such as floor polishers and buffers; washes , dusts, and polishes glass including windows, woodwork, walls, furniture and metal equipment; makes beds; checks, marks, stores and issues linens, blankets, and clothing (limited to individual’s work area not to include counting and inspections for a larger area); collects and counts soiled laundry; distributes, empties and sterilizes glassware, wash basins and bedpans; sweeps walks; collects and disposes of trash; reports needs for repairs; performs minor maintenance; runs errands; inspects buildings for damage and reports conditions to supervisor; may change light bulbs and replace fuses; may lubricate or tighten door hinges, drawers, cabinets, etc.; may replace ceiling or floor

tiles; may remove snow and ice from stairways and walkways around buildings; may stand and salt stairways and walkways; may move furniture and/or set-up classrooms; performs related duties as required.

Knowledge, Skill, and Ability

Some interpersonal skills; some oral and written communication skills; ability to follow oral and written instructions; ability to operate, care for and perform minor maintenance on tool and equipment used in daily work; some ability in simple record keeping.

Minimum Qualifications

Any experience and training which would provide the knowledge, skills and abilities listed above.

Preferred Qualifications

Preference will be given to those applicants who can effectively demonstrate current/recent experience in an institutional/commercial environment performing custodial task and various maintenance services with their submitted application.

Special Requirements

Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits, and/or certifications.

Physical Requirements

1. Incumbents in this class must have adequate physical strength, stamina, physical agility, and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class.
2. A physical examination may be required.

Working Conditions

Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment and/or individuals.

Advertisements: *DAS Job Opportunities, CCSU Website*

One hundred and seventeen (117) individuals applied for this position: Thirty-one (31) White Males; Nine (9) White Females; Thirty-six (36) Black Males; Five (5) Black Females; Thirteen (13) Hispanic Males; Seven (7) Hispanic Females; Ten (10) Two or More Males; Two (2) Two or More Females; Four (4) Unknown Males.

Ninety-five (95) applicants were determined to be not qualified: Twenty-four (24) White Males; Nine (9) White Females; Thirty (30) Black Males; Four (4) Black Females; Eleven (11) Hispanic Males; Five (5) Hispanic Females; Eight (8) Two or More Males; Two (2) Two or More Females; Two (2) Unknown Males.

Thirteen (13) applicants were determined to be minimally qualified: Five (5) White Males; Three (3) Black Males; One (1) Black Female; One (1) Hispanic Male; One (1) Hispanic Female; One (1) Two or More Male; One (1) Unknown Male.

Nine (9) applicants were determined to be a finalist: Two (2) White Males; Three (3) Black Males; One (1) Hispanic Male; One (1) Hispanic Female; One (1) Two or More Male; One (1) Unknown Male.

One (1) Hispanic Female goal candidate and One (1) Two or More Male goal candidate were hired for this position. The One (1) Hispanic Female hire met the first of three (3) hiring goals in the Service Maintenance category. The Two or More Male hire met the one (1) goal in the Service Maintenance category.

PROTECTIVE SERVICES

GOALS:

Hiring	Promotional
1 White Male	None
1 Black Male	
1 Black Female	
1 Hispanic Female	

Police Officer

Selection: One (1) White Male and One (1) Black Female

We are accepting applications from candidates who meet the qualifications from candidates who meet the qualifications for a Police Officer position. This position is located in the CCSU Police Department and is a full time (40 hours per week) position. Once hired, the shifts will be determined for 1st, 2nd, and 3rd shift. Individuals in these positions may be required to work holidays and weekends. Incumbents will be required to successfully complete the training and probationary requirements for appointment to the Police Officer with responsibility for protection of life and property.

Duties will include:

- Provide crowd control at various CCSU events and activities.
- Monitor designated areas to ensure physical security and authorized access in order to prevent theft, trespass, vandalism, or violation of state statutes or regulations.
- Give Direction and routine information to the public.
- Participates in evacuation activities in event of fire, bomb threats or other potential disasters.
- Operates firefighting apparatus if needed.
- Conduct cruiser or foot patrols
- Conduct Bicycle patrols as weather permits.
- Provide traffic and/or crowd control.
- Assess nature of further assistance needed and makes timely and appropriate arrangements.
- Gather background information and provide threat assessments regarding high-risk locations safety of persons or property, biological or physical threats.
- Respond to emergency situations and provide CPR or first aid to injured parties.
- Assist State Police in investigation of major criminal acts.
- Be required to maintain building security and perform patrol duties at time of heightened alert level under Homeland Security jurisdiction.
- Direct traffic and enforces motor vehicle and parking regulations.
- Initiate and conduct criminal and other investigations of violations, suspicious activities or reports of incidents occurring within jurisdiction.
- Conduct on site investigations, question witnesses, arrest individuals at scene and issue summons.
- Record information
- Apply for and serve arrest warrants.
- Process paperwork on arrests and activity reports

Purpose of Job Class

In a state agency, college or university, this class is accountable for independently performing a full range of tasks in the protection, safety and security of individuals and property with full police powers and responsibility for law enforcement.

Knowledge, Skill, and Ability

Knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes, and regulations; Knowledge of traffic and crowd control practices and procedures; knowledge of criminal law and court procedures; considerable interpersonal skills; oral and written communication skills; ability to analyze emergency situations and develop effective courses of action; ability to utilize computer software.

Minimum Qualification

Certification as a law enforcement officer in the State of Connecticut pursuant to regulations promulgated by the Connecticut Police Officer Standards and Training Council.

Note: Candidates with a pending certification status may be employed on a temporary basis pending re-certification by the Connecticut Police Officer Standards and Training Council.

Minimum Qualifications-Substitutions Allowed

Successful completion of prescribed training and probationary requirements set forth in the class of Protection Services Trainee.

Preferred Qualifications

- Excellent written and verbal communication skills.
- Experience working in Higher Education environment.
- Experience utilizing computer software, including Microsoft Suite
- Attention to detail, accuracy, and proofreading skills.

Special Requirements

- Applicants must be United States Citizens.
- Candidates for this class are subject to selection standards pursuant to Section 7 -294-a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.
- Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to “arrest and present before a competent authority any person for any offense committed within his precinct.” (Connecticut General Statutes 29-18 and/or 10a-142)
- Incumbents in this class must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294-a-e or of the Connecticut General Statutes and regulations promulgated by the Connecticut Police Officer Standards and Training Council. Loss of certification will result in removal from the class.
- Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.
- Incumbents in this class must possess and maintain a valid Motor Vehicle operator’s license.
- Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) certification.
- Incumbents in this class must be eligible and qualified to bear arms.
- Incumbents in this class may be required to travel.
- Department of Energy and Environmental Protection: Incumbents in this class will be required to obtain and retain a Standard First Aid certificate and CPR certificate and participate in any job-related training sessions.
- Department of Energy and Environmental Protection: Incumbents in this class must be willing to accept assignments or transfers to any region of the state consistent with departmental policies stipulations and work a flexible schedule.

Character Requirements

In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

Physical Requirements

- Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance, and visual and auditory acuity required to perform the duties of the class. A physical fitness assessment will be required of all applicants.
- A comprehensive medical examination, including a controlled substance screening, will be required of all applicants upon a conditional offer of employment.
- Department of Energy and Environmental Protection: Incumbents in this class must be able to pass a swim test including swimming 100 yards within four (4) minutes.

Advertisements: CCSU Website, DAS Website, PD Facebook Page, CT Noble

One hundred and twenty-three (123) individuals applied for this position: Twenty-nine (29) White Males; Four (4) White Females; Thirty-three (33) Black Males; Nine (9) Black Females; Twenty-one (21) Hispanic Males; Five (5) Hispanic Females; Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female; Eight (8) Two or More Males; Three (3) Two or More Females; Two (2) Unknown Males; One (1) Unknown Female.

One hundred and seventeen (117) applicants were determined to be not qualified: Twenty-six (26) White Males; Four (4) White Females; Thirty-one (31) Black Males; Eight (8) Black Females; Twenty-one (21) Hispanic Males; Five (5) Hispanic Females; Seven (7) AAIANHNPI Males; One (1) AAIANHNPI Female; Eight (8) Two or More Males; Three (3) Two or More Females; Two (2) Unknown Males; One (1) Unknown Female.

No applicants were found to be minimally qualified.

Six (6) applicants were determined to be finalists: Three (3) White Males; Two (2) Black Males; One (1) Black Female.

One (1) White Male goal candidate was hired for this position. **This hire met the one (1) goal for White Male in the Protective Services category.**

One (1) Black Female goal candidate was hired for this position. **This hire met the one (1) goal for Black Female in the Protective Services category.**

PROMOTIONAL GOALS ANALYSIS

EXECUTIVE ADMINISTRATIVE (EE01)

Promotions
1 White Male

Associate Dean of Student Life

Selection: One (1) White Male

One (1) individual applied for this position: One (1) White Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Male.

One (1) White Male goal candidate was promoted into this category. There were no other applicants in the pool. **This promotion met the one (1) White Male goal in the Executive Administrative category.**

University Controller

Selection: One (1) White Male

The White Male promotional goal was previously achieved.

One (1) individual applied for this position: One (1) White Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Male.

One (1) White Male candidate was promoted into this category. There were no other applicants in the pool.

Registrar

Selection: One (1) White Male

The White Male promotional goal was previously achieved.

One (1) individual applied for this position: One (1) White Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Male.

One (1) White Male candidate was promoted into this category. There were no other applicants in the pool.

Director of Institutional Advancement

Selection: One (1) White Female

The White Male promotional goal was previously achieved.

One (1) individual applied for this position: One (1) White Female.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Female.

One (1) White Female non goal candidate was promoted into this category. There were no other applicants in the pool.

Associate Vice President of Community Engagement and Experiential Learning

Selection: One (1) White Female

Central Connecticut State University (CCSU) invites applications for the Associate Vice President (AVP) for Community Engagement and Experiential Learning. This position also serves as the Executive Director for the Center for

Community Engagement and Social Research, which houses the O’Neil Endowed Chair in the Public Policy and Practical Politics. We seek applicants who possess a deep commitment to community and civic engagement, social research, public policy, and ensuring experiential learning opportunities for students as they develop as professionals.

About CCSU’s Center for Community Engagement and Social Research

The Center for Community Engagement & Social Research brings together the important work of community engagement and applied research. The Center works to integrate teaching, research, and service through community and civic engagement, expanded social research with the objective of expanding student participation in a wide variety of educational opportunities and experiences, all in alignment with the University’s Strategic Plan. Additional outcomes include enriching the quality of public policy debate, University outreach, and involving students substantively in the Center’s planning and activities.

Position Profile

The AVP for Community Engagement and Experimental Learning is a leadership position that reports directly to the University President and serves as a member of the Executive Committee. The ideal candidate is expected to manage multiple competing priorities, including oversight of the Center and the Endowed Chair, promote community and civic engagement, while furthering the University’s commitment to workforce development. The successful candidate will be responsible for advancing and strengthening the University’s strategic planning initiatives, economic development, student experiential learning opportunities and enhancing community and civic engagement. The incumbent may be required to work evenings, weekends, and some travel.

Required Qualifications:

- Seven (7) years of experience in higher education with at least two (2) years of experience in a professional and/or leadership capacity.
- An advanced degree from an accredited institution.
- Demonstrated knowledge and experience in public policy, social research, student experiential learning, and community engagement.
- Demonstrated success working in a unionized environment with multiple collective bargaining agreements.
- Demonstrated knowledge of developing strategic partnerships, grant and other fundraising initiatives, as well as community and corporate engagement principles and best practices.
- Demonstrated ability to evaluate and analyze complex issues and respond to educational, public policy, social and workforce development trends.
- Demonstrated ability to conduct and present research to a variety of stakeholders, groups, and individuals.
- Demonstrated proficiency with Microsoft Office Suite programs and other computerized software and technologies.
- Excellent written/oral communication skills.
- Evidence of strong interpersonal skills to facilitate constructive, collaborative, and effective working relationships with a variety of stakeholders.

Preferred Qualifications:

- A doctorate or terminal degree from an accredited institution.
- Managerial or supervisory experience at the level of Department Chair, Division Director, or above.
- Experience with governmental and/or grant agency budgeting/funding.
- Engagement in national organizations, such as Coalition of Urban and Metropolitan Universities, to further the University’s goal of serving the surrounding communities.
- Demonstrated commitment to implementing best practices as they relate to experiential learning and high impact practices.

Advertisements: *Chronicle of Higher Ed, Diversejobs.net, Higheredjobs.com, CCSU Website*

The White Male promotional goal was previously achieved.

Twenty-seven (27) individuals applied for this position: Seven (7) White Males; Six (6) White Females; One (1) Black Male; Two (2) Black Females; One (1) Hispanic Female; Four (4) AAIANHNPI Males; Five (5) Unknown Males; One (1) Unknown Unknown.

Eighteen (18) applicants were determined to be not qualified: Seven (7) White Males; Two (2) White Females; One (1) Black Male; One (1) Black Female; One (1) Hispanic Female; Two (2) AAIANHNPI Males; Three (3) Unknown Males; One (1) Unknown Unknown.

Four (4) applicants were determined to be minimally qualified: Two (2) White Females; One (1) AAIANHNPI Male; One (1) Unknown Male.

Five (5) applicants were determined to be finalist: Two (2) White Females; One (1) Black Female; One (1) AAIANHNPI Male; One (1) Unknown Male.

One (1) White Female non goal candidate was promoted into this position. She has experience working with the grant's office assisting faculty. She has demonstrated knowledge in using metrics to evaluate progress on the success of community engagement activities. She created a paid internship program for students and has developed specific processes and systems for the institution where previously, there were none. The candidate answered all questions thoroughly and provided detailed examples of her work-related experience. She was able to demonstrate her knowledge in different aspects of community engagement and how it can enhance workforce and economic development for the community, enhance student education via significant experiential learning opportunities, and that effective engagement is one way to help the public understand the value of higher education. She created a community engagement advisory board, systems to support students participating in unpaid internships (stipend program) and is working with faculty to create a "Faculty Engaged Cohort" where they will receive a stipend to develop a new community engagement course. She also has experience hosting workshops that help faculty understand how to incorporate service learning into their course(s).

Dean School of Business

Selection: One (1) White Female

Central Connecticut State University (CCSU, Central) seeks an experienced and transformational leader for its next Dean of the School of Business. A leader who is academically accomplished, student-focused, innovative, and energetic. The successful Dean has a proven track record in working collaboratively in providing students with the knowledge, skills, credentials, and degrees that will enable them to thrive in dynamic and emerging 21st century careers shaped by the future of work and increasingly diverse world. The Dean will shape and lead the School of Business with exemplary management skills; foster collaborative and data-informed fiscal and facilities planning, execution, and accountability; advance CCSU's [Mission](#) driven purpose; and enhance the University's campus culture.

The University seeks an experienced Dean and leader who will report to the Provost. The Dean will lead inclusive and transparent strategic priorities, objectives, and actionable plans for strengthening and growing the School; promote innovative, engaging, and student-centered approaches to teaching, research, development, and service. The Dean will direct the Associate Dean and lead academic program Chairs as they facilitate the work of the faculty and staff of the School of Business.

CCSU is a unionized campus. The seasoned professional is expected to uphold the highest ethical standards and embrace the benefits of inclusive, shared governance, and in doing so, will enhance trust and transparency while building community. The successful Dean will ensure the academic needs of the students are met, establish, and maintain a strong, mutually beneficial relationship with the local/regional business community. The Dean's

responsibilities will also include oversight of academic and administrative programs, effective allocations of resources (budgets, staff, and equipment), and operational success. The Dean is expected to work collaboratively with internal and external stakeholders, partnering with other Deans, Vice Presidents, and Directors as appropriate.

The seasoned professional will advocate internally and externally for all programs and units within the School, ensuring academic quality in undergraduate and graduate programs as well as meeting the standards of external accrediting agencies e.g., AACSB, as well as provide opportunities for faculty and staff development.

THE LEADERSHIP AGENDA – DEAN SCHOOL OF BUSINESS

The incoming Dean will find a welcoming community of committed faculty and staff who are dedicated to their students, research, and the mission of the University. The Dean’s leadership agenda focuses on supporting the School of Business students by seeking out new opportunities for collaboration with business, industry, and the Connecticut Governor’s Office Workforce Council (<https://portal.ct.gov/GWC>). It also focuses on meeting Connecticut’s burgeoning workforce needs with innovative and flexible academic programs.

The School of Business offers undergraduate degrees in accounting, business, business analytics, finance, management and organization, management information systems, and marketing. The School also offers a Master of Business Administration (MBA) and a Master of Science in Accounting (MSA).

To meet the needs of today’s students, the School of Business offers courses and programs in various modalities including on ground, online and hybrid (blended). In addition, the School continues to create accelerated programs that provide students the opportunity to complete a bachelor’s and master’s degree in as little as 5 years.

OPPORTUNITIES/CHALLENGES

The School of Business takes pride in empowering students to become the next generation of leaders by developing close relationships with regional businesses and offering coursework that reflects the latest business trends and workforce needs. The Dean will be expected to provide strategic leadership to the largest institution and business school within the State System. They will develop the School’s academic reputation, provide outstanding experiences for students and create an inspiring environment for staff and faculty to progress in their careers. In so doing the following are broad thematic areas of focus that will ensure continued growth and sustainability in a multidisciplinary and shared governance environment:

ENHANCING ACADEMIC EXCELLENCE, INTERDISCIPLINARY INITIATIVES, AND INNOVATION

The Dean will foster a culture of academic excellence by providing voice, support, and inclusivity in advancing the elements of the School’s vision for academic programs. This includes ongoing faculty development that enhances faculty’s response to emerging student and business community needs. The Dean will work closely with faculty in ensuring that the curriculum is contemporary, relevant, and incorporates emerging business trends and technologies; emphasize digital literacy, sustainability, and ethical leadership. The Dean will invest in continuous professional development for faculty, including research support, teaching innovations, and engagement in industry partnerships. A commitment to incorporating cutting-edge technology and innovative learning techniques including augmented reality/virtual reality, team-based learning approaches, and AI to maintain pace with industry is essential to ensuring successful student outcomes.

The Dean will strive for excellence in accreditation standards from leading business education bodies, ensuring the School meets AACSB international educational standards.

STRENGTHENING INDUSTRY CONNECTIONS AND ALUMNI ENGAGEMENT

The Dean is expected to strengthen existing partnerships and create new strategic partnerships with industry leaders and alumni to provide students with internship and job opportunities, mentoring and real-world project experiences. More specifically these partnerships should include community business, industry, and non-profit groups for research, employee professional development, civic engagement, and authentic/applied learning initiatives, service learning, field projects, etc.

FUND RAISING AND RESOURCES TO SUPPORT STRATEGIC GOALS

The Dean must cultivate the long-term financial viability of the School by generating new revenue streams through diverse sources. In collaboration with Institutional Advancement, and other appropriate entities, the Dean will pursue external funding, including grants and contracts, as well as philanthropic funds from Alumni to support program expansion. The Dean will engage with external partners – businesses, nonprofits, and other community organizations to meet regional workforce needs.

ENHANCING STUDENT SUCCESS AND CAREER DEVELOPMENT

The Dean will help expand career services and opportunities to offer more internships, job placement, and career counseling, focusing on the evolving job market and future work trends. Additionally, promote student leadership and development programs (e.g., the Travelers Insurance EDGE program) that support and prepare students for leadership roles in business and society. The Dean will look for ways to increase scholarship and support services for underserved students to ensure equitable access to education and resources.

QUALIFICATIONS

The successful candidate will have the necessary credentials, experiences, competencies, and disposition to provide leadership and guidance in implementing existing, new, and interdisciplinary academic and professional business programs. Additionally, the successful candidate should have demonstrated experience in academic leadership (i.e., overseeing an academic unit college/school), promotion and tenure process within a unionized environment, and budget management. The successful candidate will possess excellent communication and interpersonal skills, have demonstrated the ability to work collaboratively with faculty, students, staff, and other administrators; a commitment to academic excellence and accountability; an ability to work with faculty to continue to develop, articulate, and implement a constructive and workable vision for the School; and a record of demonstrated commitment to diversity, equity, and inclusion.

Required Qualifications:

- An earned doctorate from an accredited institution of higher education.
- Eight (8) years of full-time service at a college or university with a strong record of teaching and scholarship that can lead to eligibility for the rank of full professor.
- A record of accomplished academic leadership with increasing responsibility and complexity for at minimum three (3) years, leading faculty, staff, and students in business-related disciplines.
- Demonstrated experience working with graduate and undergraduate programs in-Business School's programs or closely related fields.
- Demonstrated strong analytical and problem-solving skills, and successful prioritization and management skills with appropriate organization, delegation, and timely decision-making and follow-through.
- Demonstrated experience creating and maintaining partnerships with business, industry, and non-profit groups for authentic/applied learning initiatives (e.g., service learning, internships, field projects, etc.).
- Strong listening, verbal, written, interpersonal skills in teamwork, and public speaking.
- Demonstrated experience with meeting AACSB accreditation standards and processes.
- Experience with successful transparent planning, budgeting, and fiscal management within a complex organization.
- Experience with recruiting and retaining diverse faculty and staff.

Preferred Qualifications:

- Experience working in a unionized environment.
- Experience at the level of Assistant Dean or above for five (5) years.
- Commitment to shared governance and consensus building.
- Experience within a regional public institution of higher education.

Advertisements: Search Firm, CCSU Website, CSCU Website

The White Male promotional goal was previously achieved.

Forty-two (42) individuals applied for this position: Ten (10) White Males; Four (4) White Females; Three (3) Black Males; Four (4) AAIANHNPI Males; Two (2) AAIANHNPI Females; Eighteen (18) Unknown Males; One (1) Unknown Unknown.

Twenty-eight (28) applicants were determined to be not qualified: Six (6) White Males; One (1) White Female; Three (3) Black Males; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; Fourteen (14) Unknown Males; One (1) Unknown Unknown.

No applicants were determined to be minimally qualified.

Fourteen (14) applicants were determined to be finalists: Four (4) White Males; Three (3) White Females; Two (2) AAIANHNPI Males; One (1) AAIANHNPI Female; Four (4) Unknown Males.

One (1) White Female non goal candidate was promoted into this position. She demonstrated an understanding of the AACSB accreditation process and actively worked to ensure that the School of Business received reaccreditation. She provided examples to demonstrate her understanding of the opportunities and challenges within the school of Business. She demonstrated her ability to work collaboratively with faculty, students, staff, and other administrators during the open forum. She also provided examples of how she values shared governance and has worked with faculty to support interdisciplinary opportunities. She provided examples of her work with industry partners and the new initiative to partner with international institutions to increase opportunities for Central students. In addition, she has experience with budget management and the promotion and tenure process within a unionized environment.

FACULTY (EEO2)

In this category, the American Association of University Professors (AAUP) Collective Bargaining Agreement (Article 4.11) governs promotions. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the department chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract. The faculty member's portfolio is reviewed and evaluated by the DEC, the appropriate dean, and the Promotion and Tenure Committee (P&T), with each making a recommendation based on the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement. The P&T forwards these recommendations to the President and pursuant to Article 4.11.14, the President makes recommendations for promotion and/or tenure to the Board of Trustees, based on the above noted criterion. If the President determines that the faculty member's portfolio has not met the criterion set forth in the Collective Bargaining Agreement, that faculty member is not recommended for promotion and/or tenure. This is an annual procedure.

PROFESSOR

Promotions
2 White Females
8 Hispanic Females
7AAIANHNPI Males
1 AAIANHNPI Female

Twenty (20) faculty members applied for promotion to Professor: Seven (7) White Males; **Six (6) White Females**; One (1) Black Female; **One (1) Hispanic Female**; **Five (5) AAIANHNPI Males**.

Sixteen (16) applicants were recommended for promotions to Professor based on the evaluations of the Department Evaluation Committee (DEC), the Deans, the Promotion and Tenure Committee (P&T) and Provost: Seven (7) White Males; **Four (4) White Females**; One (1) Black Female; **One (1) Hispanic Female**; **Three (3) AAIANHNPI Males**.

Of the sixteen (16) promotions that occurred in this category, the University achieved six (6) established promotional goals: **Two (2) White Females**; **One (1) Hispanic Female**; **Three (3) AAIANHNPI Males**.

Four (4) applicants were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement: **Two (2) White Females**; **Two (2) AAIANHNPI Males**.

Of the sixteen (16) promotions that occurred in the Professor category, the University achieved six (6) established promotional goals or thirty-seven-point-five (37.5%).

ASSOCIATE PROFESSOR

Promotions
8 White Females
3 Black Females
5 AAIANHNPI Females

Fifteen (15) faculty members applied for promotion to Associate Professor: Two (2) White Males; **Seven (7) White Females**; **Two (2) Black Females**; One (1) Hispanic Female; Two (2) AAIANHNPI Males; **One (1) AAIANHNPI Female**.

Fourteen (14) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the Deans, P&T, and Provost: One (1) White Male; **Seven (7) White Females**; **Two (2) Black Females**; One (1) Hispanic Female; Two (2) AAIANHNPI Males; **One (1) AAIANHNPI Female**.

Of the fourteen (14) promotions that occurred in this category, the University achieved ten (10) established promotional goal: **Seven (7) White Females**; **Two (2) Black Females**; **One (1) AAIANHNPI Female**.

One (1) White Male applicant was denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Of the fourteen (14) promotions that occurred in the Associate Professor category, the University achieved ten (10) goals or seventy-one-point four (71.4%) percent.

ASSISTANT PROFESSOR

Promotions
None

Assistant Professor of Nursing

Selection: One (1) White Female

Central Connecticut State University, Department of Nursing invites applications for a full-time tenure track Assistant or Associate Professor faculty member. Anticipated start date is August 2024. We seek applicants who will prepare holistic, professional nurses to address the evolving health care needs of the populations they serve and provide quality, person-centered care. The Nursing Department's vision is to provide innovative and experiential education that fosters a culture of caring, scholarship, service and leadership in the profession through a collaborative and supportive learning environment.

About CCSU's Nursing Department

The Department of Nursing, in accord with the University, believes that the primary goal of the nursing faculty is to empower the student to attain the highest standards of professional achievement, public service, and personal development. The goal of nursing is to assist individuals, families, and groups to achieve optimal levels of health or wellness. The Nursing Faculty believe that, in a dynamic society, education for membership in a profession includes the development not only of expertise in a field but also of social awareness. In contemporary times, this social awareness includes the development of an increasingly global perspective. The professional nurse with a liberal education thinks critically, provides care that is interpersonally and therapeutically competent, and makes socially significant and personally satisfying contributions to society. For more information about Central Connecticut State University, please visit CCSU.

Position Profile

The successful candidate will teach across the curriculum with specialization preference in adult care nursing. Faculty are assigned a 12-credit hour load each semester. Credit may be earned through teaching courses in the undergraduate BSN, the RN to BSN, and/or MSN/graduate level programs. Additional credit may include direct and indirect clinical supervision, and laboratory instruction. In addition to classroom and clinical teaching responsibilities, faculty are expected to engage in scholarship/creative activity, productive and professional activity.

Required Qualifications:

Assistant Professor: All applicants must possess either:

- (1) An earned Doctorate Nursing Degree; or
- (2) A Master of Science (MSN) degree with demonstrated progress towards the Doctorate degree (candidate must complete doctorate degree within three (3) years of hire); or
- (3) A Master of Science (MSN) and at least three (3) years of full-time service in a college or university at a rank of Instructor or above plus and additional full year of study above the master's level.

All applicants must also possess the following:

- State of Connecticut Registered Nurse License (or eligibility).
- Evidence of student-centered teaching effectiveness in the discipline of nursing.
- Ability to engage in meaningful scholarship/creative activity of relevance to nursing.

Candidates who possess a Doctorate or terminal degree plus at least five (5) years of full-time service in a college or university in a rank of Associate Professor or above or its comparable equivalent may be considered for appointment at the rank of Associate Professor.

A candidate who does not meet the standards may also be appointed or promoted to a rank listed above provided the candidate has credentials and/or experience substantially comparable to the listed standards.

Preferred Qualifications:

- Clinical practice as a Registered Nurse (RN) or Advanced Practical Registered Nurse (APRN).
- Certification as a Certified Nurse Educator (CNE) or other nursing specialty.
- Demonstrated teaching experience at the secondary and/or graduate level.
- Demonstrated experience in the use of high-fidelity simulation.
- Evidence of scholarship, leadership, and professional activity.

Advertised: *Chronicle of Higher Ed., Higherjobs.com, Diverse jobs, National Association of Hispanic Nurses, National Black Nurses Association, CCSU Website*

Fifteen (15) individuals applied for this position: One (1) White Male; Seven (7) White Females; Two (2) Black Females; Two (2) Two or More Males; Two (2) Unknown Females; One (1) Unknown Unknown.

Eight (8) applicants were determined to be not qualified: One (1) White Male; Four (4) White Females; One (1) Two or More Male; One (1) Unknown Female; One (1) Unknown Unknown.

Two (2) applicants were determined to be minimally qualified: One (1) Black Female; One (1) Unknown Female.

Five (5) applicants were determined to be finalist: Three (3) White Females; One (1) Black Female; One (1) Two or More Male.

One (1) White Female non goal candidate was promoted into this position. She met all required and preferred qualifications. She has a PhD in Nursing Leadership. Her experience includes caring for adult and pediatric populations including medical-surgical, peri-op, long-term care, rehabilitation, primary care, and pediatrics. She has experience in traditional healthcare settings and has provided health trainings in various community settings. As a clinical nurse educator, she managed the nurse residency program, CPR training, student placements, simulation, and endoscopy. She has experience coordinating, developing, and implementing nursing education in classroom, online, laboratory and simulation environments for students of diverse backgrounds and learning styles. She has experience teaching fundamentals and health assessment in classroom, clinical and lab settings, as well as sections of medication calculation and pediatrics for an LPN program. In addition, she has experience as a Program Coordinator for a graduate program in Integrative Health and Healing and has experience coordinating clinical placements and simulation lab education across the BSN curriculum.

COACHING

Promotions
None

No promotional goals were established, and no promotions occurred during the reporting period.

PROFESSIONAL/NON-FACULTY (EEO3)

Promotions
None

Assistant Athletic Director

Selection: One (1) White Male

One (1) individual applied for this position: One (1) White Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) White Male.

One (1) White Male non goal candidate was promoted into this position. There were no other applicants in the pool.

Financial Aid Counselor

Selection: One (1) White Female

Central Connecticut State University invites applications to join the Office of Financial Aid as a Financial Aid counselor. We seek applicants who will provide operational support to the Financial Aid Office with a focus on assisting with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid and student aid eligibility. Candidates are expected to be committed to multiculturalism and working with a diverse student body. About CCSU's Office of Financial Aid. The Financial Aid team serves as the first point of contact for students and families navigating the Financial Aid process. Maintaining an engaging and inclusive environment the office receives and processes approximately 10,000 financial aid applications per year and prides itself on providing personal engagement for students and their families. We maintain the highest ethical standards and are committed to supporting the success of all students. For more information about Central Connecticut State University, please visit Central.

Position Profile

The successful candidate will provide operational support to the Financial Aid Office with a focus on assisting with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid and student aid eligibility. Candidates are expected to be committed to multiculturalism and working with a diverse student body. For more information on SUOAF conditions of employment please visit Union Contract Site. Applicant Evaluative Criteria

Required Qualifications:

Education:

- Bachelors' degree

Experience and Training:

- Two (2) years of financial aid office work experience.
- Demonstrated ability to handle complex information, effectively organize and manage detail work and manage multiple priorities.
- Demonstrated ability to communicate and share information effectively with a variety of people and groups.
- Demonstrated experience using financial aid ERP systems, document imaging systems and Microsoft Office Suite.
- Demonstrated commitment to serving a culturally diverse student body.

Preferred Qualifications:

- Experience using Banner software.
- Knowledge of federal student financial aid programs
- Knowledge and experience with one or more financial aid literacy programs, i.e., verification, origination, disbursement, or reconciliation

Advertisements: *Chronicle of Higher Ed, Diverse Jobs, Higherjobs.com, Connecticut Association of Financial Aid Admins, CCSU Website, CSCU Website*

Seventeen (17) individuals applied for this position: Four (4) White Males; Six (6) White Females; Four (4) Black Females; One (1) Hispanic Male; One (1) AAIANHNPI Male; One (1) Unknown Male.

Twelve (12) applicants were determined to be not qualified: Three (3) White Males; Four (4) White Females; Two (2) Black Females; One (1) Hispanic Male; One (1) AAIANHNPI Male; One (1) Unknown Male.

No applicants were determined to be minimally qualified.

Five (5) applicants were determined to be finalists: One (1) White Male; Two (2) White Females; Two (2) Black Females.

One (1) Black Female non goal candidate was hired for this position and was previously discussed under the hiring section.

One (1) White Female non goal candidate was promoted into this position. She met all the required qualifications and all preferred qualifications. She has experience utilizing Banner which is the ERP system used at CCSU. She is knowledgeable in both campus-based funds and verification criteria for students. She is also knowledgeable in all the recent FAFSA regulation changes.

SECRETARIAL CLERICAL VARIED Excluding Secretary 2 (EEO4)

Promotions
1 White Female
1 Hispanic Female

No promotional activity occurred in this category during this reporting period.

SECRETARIAL CLERICAL/SECRETARY 2

Promotions
1 White Female

No promotional activity occurred in this category during this reporting period.

TECHNICAL/PARA-PROFESSIONAL (EEO5)

Promotions
None

No promotional goals were established, and no promotions occurred during the reporting period.

SKILLED CRAFT ALL TITLES (EEO6)

Promotions
None

Qualified Craft Worker (Locksmith)

Selection: One (1) Black Male

One (1) individual applied for this position: One (1) Black Male.

No applicants were determined to be not qualified.

No applicants were found to be minimally qualified.

One (1) applicant was determined to be qualified and was considered a finalist: One (1) Black Male.

One (1) Black Male non goal candidate was promoted into this position. There were no other applicants in the pool.

SERVICE MAINTENANCE (EEO7)

Under the collective bargaining agreement, all service maintenance job opportunities are initially posted within the system and offered based on seniority.

SERVICE MAINTENANCE/RESIDUAL

Promotions
1 White Female
2 Hispanic Males
1 Hispanic Female

No promotional activity occurred in this category during this reporting period.

SERVICE MAINTENANCE/CUSTODIANS

Promotions
None

No promotional goals were established, and no promotions occurred during the reporting period.

PROTECTIVE SERVICES

Promotions
None

No promotional goals were established, and no promotions occurred during the reporting period.

III. PROGRAM

Summary of Achievement of 2023-2024 Program Goals

Goal	Description of Goal	Progress towards Goal
<p>1. Completion of Recruitment & Equitable Search Process</p>	<p>The Office of Equity and Inclusion and Human Resources will implement recommendations from a consulting firm to make changes to the CCSU’s hiring process. The Office of Equity and Inclusion and Human Resources Staff will bring the hiring manual up to date to include the current process and procedures. The hiring manual updates will include: steps and procedures in the search process, new search forms, additional diverse recruitment resources, interviewing tips and techniques, and a thorough applicant review process. Once updated, the resource will be placed online for all faculty and staff to utilize as a resource. Campus-wide training will be conducted.</p>	<p>1. Achieved: Partially Achieved and still in progress.</p> <p>During the reporting period, the consultant developed recommendations to streamline the hiring process. In addition, the consultant created a draft Hiring Manual. Throughout the reporting period, OEI and HR staff met to implement all of these recommendations: steps and procedures in the search process, new search forms, additional diverse recruitment resources, interviewing tips and techniques, and a thorough applicant review process.</p> <p>OEI and HR staff edited the draft Hiring Manual to align with the requirements of Affirmative Action Regulations. Staff from the Information Technology Department have been brought into these meetings to create a more secure online platform. The new process will allow hiring managers, search committees, HR, and OEI to submit all required documents for the search process in a secured location on the network.</p> <p>Currently, this new online platform is in the test phase with OEI, HR, and a few selected Hiring Managers with current searches in progress. Once the search process runs smoothly through this new online platform, HR and OEI will conduct campus wide training on the new search process and provide the new Hiring Manual. Also, the Hiring Manual will be made accessible online.</p> <p>OEI will reestablish this goal for the 2025 AA Plan reporting period because we are still testing and editing the search process. OEI, HR, and IT will be developing training on the entire hiring process.</p>

<p>2. Professional Development</p>	<p>Provide a development opportunity to the leadership team and campus community to continue the creation of an inclusive campus culture. This program will allow participants to engage with topics to include how to engage in difficult conversations and embrace diverse people, ideas, and perspectives to transform the campus culture to one in which all members draw strength from collective diversity and every individual can achieve their full potential. The Vice President for Equity and Inclusion will collaborate with the Provost and Vice President for Academic Affairs, and staff from the Center for Community Engagement & Social Research.</p>	<p>Achieved: <i>Achieved</i></p> <p>The following activities were attended by faculty, staff, and/or students:</p> <p>Black Students on Campus Listening Session – Friday March 1, 2024 Conversation was focused on being a black student at CCSU and how CCSU faculty and staff can better support them. The students stated that they want more of a sense of unity amongst several cultural groups on campus.</p> <p>Diversity Focused Employees Listening Session – Friday March 22, 2024 The conversation was geared towards student wellness and methods used to make them feel more included here at CCSU. Many ideas were shared about how to get students/staff to come to events and how to make them feel included and their voices heard.</p> <p>Brewing Connections Event – Friday March 5, 2024 Conversations were had surrounding campus climate as it relates to exercise and fitness and how Campus Recreation can be more inclusive. As a result of this event, there has been a connection made between OEI and Campus Recreation that will result in trainings and events that will take place later this year.</p> <p>Facilitating Brave and Generative Conversations Workshop with Facilitators, Joy, and Justice – Wednesday April 17, 2024 Facilitators came to CCSU to deliver an interactive workshop on having difficult conversations. This Workshop focused on how staff and administrators can better communicate with each other when they disagree on the topic at hand. The facilitators also discussed how to encourage others to have healthier conversations in the workplace.</p> <p>John Lewis Institute (JLI) Listening Session – Thursday May 2, 2024 This session was used to gauge the JLI Scholars thoughts on inclusivity efforts on campus and what the Community</p>
---	--	---

		<p>Engagement and Experiential Learning and OEI office could be doing differently to reach more students.</p> <p>Understanding Anti-Semitism Event with Project SHEMA- Tuesday May 7, 2024</p> <p>A virtual event that helped teach the community about Antisemitism through the lens of Social Justice Frameworks and address common misperceptions about Jews and Antisemitism.</p>
--	--	--