

EMPLOYMENT ANALYSES

Section 46a-68-86

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

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

1. Employment Process Analysis

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

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

2. Applicant Flow Analysis

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

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

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

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

3. Personnel Evaluation Analysis

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

Note:

1. After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (Coaching) and a separate analysis was conducted in all numerical sections of the plan.
2. Coach A positions in the past were not included due to their temporary nature at that time. With the new coaching category and these positions become more long term opportunities, these positions will be included as part of this job category and all related numerical analyses.
3. When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.
4. In the 2013 AA Plan review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding the utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.
5. In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	25	14	11	9	8	3	2	1	1	1	0	0	0
Workforce Number Prior Filing	30	13	17	8	13	3	2	1	2	1	0	0	0
Net Change(+or-)	-5	1	-6	1	-5	0	0	0	-1	0	0	0	0
HIRES (incl. PT to FT)	3	1	2	1	1	0	1	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	1	1	1	1	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	2	3	2	2	0	1	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
CHANGED TO ANOTHER EEO CATEGORY	1	0	1	0	1	0	0	0	0	0	0	0	0
RESIGNATIONS	2	0	2	0	1	0	1	0	0	0	0	0	0
RETIREMENTS	7	1	6	1	5	0	0	0	1	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTRACT NON-RENEWAL	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	1	9	1	7	0	1	0	1	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	171	107	64	78	48	4	6	7	2	18	7	0	1
Workforce Number Prior Filing	190	125	65	93	50	5	6	9	2	18	7	0	0
Net Change(+or-)	-19	-18	-1	-15	-2	-1	0	-2	0	0	0	0	1
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	10	2	8	1	7	0	0	0	0	1	1	0	0
CHANGED INTO EEO CATEGORY	1	0	1	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	11	2	9	1	7	0	0	0	0	1	1	0	1
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	2	2	0	1	0	0	0	0	0	1	0	0	0
RETIREMENTS	28	18	10	15	9	1	0	2	0	0	1	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	30	20	10	16	9	1	0	2	0	1	1	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

POSITION OR POSITION CLASSIFICATION: Associate Professor

LABOR MARKET AREA: Statewide/National

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	134	72	62	47	45	4	4	2	7	19	6	0	0
Workforce Number Prior Filing	144	73	71	47	52	5	4	2	6	19	9	0	0
Net Change(+or-)	-10	-1	-9	0	-7	-1	0	0	1	0	-3	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	11	5	6	4	5	0	0	0	1	1	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	11	5	6	4	5	0	0	0	1	1	0	0	0
CONTRACT ENDED	1	0	1	0	0	0	0	0	0	0	1	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	11	2	9	1	8	0	0	0	0	1	1	0	0
RESIGNATIONS	2	1	1	0	0	1	0	0	0	0	1	0	0
RETIREMENTS	7	3	4	3	4	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	21	6	15	4	12	1	0	0	0	1	3	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IANHNP*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	58	27	31	14	22	2	3	2	1	9	5	0	0
Workforce Number Prior Filing	74	34	40	18	29	2	3	2	2	12	6	0	0
Net Change(+or-)	-16	-7	-9	-4	-7	0	0	0	-1	-3	-1	0	0
HIRES (incl. Pt to Ft)	4	2	2	2	1	0	0	0	0	0	1	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TEMPORARY TO FULL TIME	1	1	0	1	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	5	3	2	3	1	0	0	0	0	0	1	0	0
TERMINATION/NON-RENEWAL	3	3	0	2	0	0	0	0	0	1	0	0	0
FULL TIME TO NON PERMANENT	1	0	1	0	1	0	0	0	0	0	0	0	0
PROMOTION OUT	11	5	6	4	5	0	0	0	1	1	0	0	0
RESIGNATIONS	4	1	3	0	1	0	0	0	0	1	2	0	0
RETIREMENTS	2	1	1	1	1	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	21	10	11	7	8	0	0	0	1	3	2	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	25	18	7	15	6	3	1	0	0	0	0	0	0
Workforce Number Prior Filing	26	19	7	15	6	4	1	0	0	0	0	0	0
Net Change(+or-)	-1	-1	0	0	0	-1	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTRACT ENDED/TERMINATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	1	0	0	0	1	0	0	0	0	0	0	0
RETIREMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
Coaching Staff consolidation	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	0	0	1	0	0	0	0	0	0	0
PROMOS WITHIN	1	0	1	0	0	0	1	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2022

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	74	137	64	99	3	16	6	14	1	7	0	1	0	1
Workforce Number Prior Filing	84	148	63	107	6	16	9	17	1	8	0	1	0	0
Net Change(+or-)	-10	-11	-4	-8	-3	0	-3	-3	0	-1	0	0	0	1
HIRES (incl. Pt to Ft)	12	14	9	11	1	1	1	1	1	1	0	1	0	1
PROMO INTO CATEGORY / CLASS	1	2	1	1	0	1	0	0	0	0	0	0	0	0
TRANSFER INTO FROM OTHER CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	13	16	10	12	1	2	1	1	1	1	0	1	0	1
CONTRACT ENDED	1	0	0	0	0	0	1	0	0	0	0	0	0	0
DECEASED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	25	9	10	6	4	1	2	1	0	1	0	1	0	0
RETIREMENTS	21	16	3	12	0	1	1	3	1	0	0	0	0	0
WENT PT FROM FT	1	1	0	1	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	2	1	1	1	0	0	0	0	0	0	0	0	0	0
CORE MODIFICATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	50	27	14	20	4	2	4	4	1	1	1	1	0	0
PROMOS WITHIN	16	12	4	9	0	1	0	2	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	33	6	27	3	18	1	7	1	1	1	1	0	0
Workforce Number Prior Filing	34	5	29	2	18	1	9	1	1	1	1	0	0
Net Change(+or-)	-1	1	-2	1	0	0	-2	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	6	3	3	2	3	1	0	0	0	0	0	0	0
PROMO INTO CATEGORY	2	0	2	0	0	0	1	0	1	0	0	0	0
RETURNED FT FROM EXTENDED LEAVE	0	0	0	0	0	0	0	0	0	0	0	0	0
COUNTED IN SEC2 BY ERROR	1	0	1	0	1	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	9	3	6	2	4	1	1	0	1	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION OUT	3	0	3	0	2	0	1	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	7	2	5	1	2	1	2	0	1	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT OF AGENCY	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	2	8	1	4	1	3	0	1	0	0	0	0
PROMOS WITHIN	1	0	1	0	1	0	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	32	1	31	1	21	0	5	0	5	0	0	0	0
Workforce Number Prior Filing	34	1	33	1	23	0	3	0	6	0	0	1	0
Net Change(+or-)	-2	0	-2	0	-2	0	2	0	-1	0	0	-1	0
HIRES (incl. Pt to Ft)	6	1	5	1	1	0	2	0	2	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	0	2	0	1	0	1	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	8	1	7	1	2	0	3	0	2	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	0	0	0	0	1	0	0	0	0
RETIREMENTS	6	1	5	1	3	0	0	0	1	0	0	1	0
ADJUSTMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO OUT	2	0	2	0	0	0	1	0	1	0	0	0	0
VOLUNTARY DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0
MISCOUNTED SHOULD HAVE BEEN SECI	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	10	1	9	1	4	0	1	0	3	0	0	1	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes:

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

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofessional

DATE: 7/31/2022

POSITION OR POSITION CLASSIFICATION: All Titles

LABOR MARKET AREA: Hartford County

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

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHNPI*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	11	10	1	10	1	0	0	0	0	0	0	0	0
Workforce Number Prior Filing	10	9	1	9	1	0	0	0	0	0	0	0	0
Net Change(+or-)	1	1	0	1	0	0	0	0	0	0	0	0	0
HIRES (incl. Pt to Ft)	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	2	2	0	2	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	2	0	2	0	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOTION OUT OF CATEGORY	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	36	31	5	26	3	3	0	2	2	0	0	0	0
Workforce Number Prior Filing	42	38	4	32	2	3	0	3	2	0	0	0	0
Net Change(+or-)	-6	-7	1	-6	1	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft) per layoff	2	1	1	1	1	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	2	1	1	1	1	0	0	0	0	0	0	0	0
DISMISSAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	3	3	0	2	0	0	0	1	0	0	0	0	0
RETIREMENTS	3	3	0	3	0	0	0	0	0	0	0	0	0
PROMOTION OUT	2	2	0	2	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	8	8	0	7	0	0	0	1	0	0	0	0	0
PROMOS WITHIN	4	4	0	2	0	2	0	0	0	0	0	0	0

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

DATE: 7/31/2022

OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance

POSITION OR POSITION CLASSIFICATION: Custodian

LABOR MARKET AREA: Hartford County

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	36	23	13	9	8	2	1	12	4	0	0	0	0
Workforce Number Prior Filing	31	20	11	7	7	2	0	11	4	0	0	0	0
Net Change(+or-)	5	3	2	2	1	0	1	1	0	0	0	0	0
HIRES	10	7	3	3	2	1	1	3	0	0	0	0	0
DEMOTION IN LIEU OF LAYOFF	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT:	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	10	7	3	3	2	1	1	3	0	0	0	0	0
DISABILITY RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
RETIREMENTS	4	3	1	0	1	1	0	2	0	0	0	0	0
PROMOTION OUT	1	1	0	1	0	0	0	0	0	0	0	0	0
PART TIME TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT :	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	5	4	1	1	1	1	0	2	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

DATE: 7/31/2022

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

EMPLOYMENT PROCESS ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		TWO OR MORE	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Workforce Number Current Filing	18	15	3	10	3	1	0	4	0	0	0	0	0
Workforce Number Prior Filing	16	14	2	8	2	1	0	5	0	0	0	0	0
Net Change(+or-)	2	1	1	2	1	0	0	-1	0	0	0	0	0
HIRES (incl. Pt to Ft)	6	4	2	4	2	0	0	0	0	0	0	0	0
PROMO INTO CATEGORY / CLASS	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER INTO	0	0	0	0	0	0	0	0	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCREASES	6	4	2	4	2	0	0	0	0	0	0	0	0
CONTRACT ENDED	0	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME TO PART TIME	0	0	0	0	0	0	0	0	0	0	0	0	0
RESIGNATIONS	1	0	1	0	1	0	0	0	0	0	0	0	0
RETIREMENTS	3	3	0	2	0	0	0	1	0	0	0	0	0
ADJUSTMENT - Coding Corrections	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFER OUT	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL REDUCTIONS	4	3	1	2	1	0	0	1	0	0	0	0	0
PROMOS WITHIN	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTES:

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

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	107	65	42	35	20	12	7	2	4	10	1	3	5	7	0	0
TOTAL APPLICANTS	107	65	42	35	20	12	7	2	4	10	1	3	5	7	0	0
TOTAL REJECTED APPLICANTS	58	35	23	19	9	8	3	1	2	6	1	1	1	7	0	0
TOTAL QUALIFIED APPLICANTS	49	30	19	16	11	4	4	1	2	4	0	2	4	0	0	0
TOTAL INTERVIEWED	20	11	9	8	2	0	3	0	2	2	0	2	1	0	0	0
Not offered Position	17	10	7	7	1	0	2	0	2	2	0	2	1	0	0	0
Offered Position	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0

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

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

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 1 Executive Administrative

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	11	7	4	4	2	1	0	0	0	1	0	1	1	1	0	0
TOTAL APPLICANTS	13	8	5	5	3	1	0	0	0	1	0	1	1	1	0	0
TOTAL REJECTED APPLICANTS	9	6	3	4	1	1	0	0	0	0	0	0	1	1	0	0
TOTAL QUALIFIED APPLICANTS	4	2	2	1	2	0	0	0	0	1	0	0	0	0	0	0
TOTAL INTERVIEWED	4	2	2	1	2	0	0	0	0	1	0	0	0	0	0	0
Not offered Position	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0
Offered Position	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0

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

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: Professor
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	UNKNOWN
Intra-agency	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0
TOTAL REJECTED APPLICANTS	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0
TOTAL QUALIFIED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INTERVIEWED	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	2	8	1	7	0	0	0	0	1	1	0	0	0	0

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: Associate Professor
 LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	450	336	105	88	32	21	4	5	2	145	47	77	20
TOTAL APPLICANTS	450	336	105	88	32	21	4	5	2	145	47	77	20
TOTAL REJECTED APPLICANTS	291	222	62	55	20	15	1	4	1	83	26	65	14
TOTAL QUALIFIED APPLICANTS	159	114	43	33	12	6	3	1	1	62	21	12	6
TOTAL INTERVIEWED	105	77	27	21	9	4	2	1	0	43	14	8	2
Not offered Position	95	69	25	19	9	4	1	1	0	37	13	8	2
Offered Position	10	8	2	2	0	0	1	0	0	6	1	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	8	2	2	0	0	1	0	0	6	1	0	0

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

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

DATE: July 31, 2022

EEO 2 - Faculty
Associate Professor
Statewide/National

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

APPLICANT FLOW ANALYSIS	Grand Total	TOTAL		WHITE		BLACK		HISPANIC		AA/IANH/PI*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0
TOTAL INTERVIEWED	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	11	5	6	4	5	0	0	0	1	1	0	0	0	0	0	0

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

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

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

OCCUPATIONAL CATEGORY: **EEO 2 - Faculty** DATE: **July 31, 2022**
 POSITION OR POSITION CLASSIFICATION: **Assistant Professor (including Instructor)**
 LOCATION: **Statewide/National**

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IAN/HNPI*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	72	56	16	30	8	2	0	1	20	5	3	2	1	0	0	F
TOTAL APPLICANTS	73	57	16	31	8	2	0	1	20	5	3	2	1	0	0	G
TOTAL REJECTED APPLICANTS	38	32	6	17	2	1	0	0	12	4	1	0	1	0	0	H
TOTAL QUALIFIED APPLICANTS	35	25	10	14	6	1	0	1	8	1	2	2	0	0	0	I
TOTAL INTERVIEWED	24	16	8	8	5	1	0	1	7	1	0	1	0	0	0	O
Not offered Position	18	12	6	4	4	1	0	1	7	0	0	1	0	0	0	P
Offered Position	6	4	2	4	1	0	0	0	0	1	0	0	0	0	0	Q
Refused Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	5	3	2	3	1	0	0	0	0	1	0	0	0	0	0	S

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

*AA/IAN/HNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: Coaching Staff
LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAN/HP/PI*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	148	145	2	57	0	54	0	14	1	3	0	17	1
TOTAL APPLICANTS	148	145	2	57	0	54	0	14	1	3	0	17	1
TOTAL REJECTED APPLICANTS	122	119	2	46	0	41	0	14	1	3	0	15	1
TOTAL QUALIFIED APPLICANTS	26	26	0	11	0	13	0	0	0	0	0	2	0
TOTAL INTERVIEWED	19	19	0	8	0	9	0	0	0	0	0	2	0
Not offered Position	14	14	0	7	0	7	0	0	0	0	0	0	0
Offered Position	3	3	0	1	0	2	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	3	3	0	1	0	2	0	0	0	0	0	0	0

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

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total Male		Total Female		White		Black		Hispanic		Other		TM		Unknown		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Intra-agency	4	1	3	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants*	615	227	388	137	226	32	61	9	32	8	15	41	54	0	0	0	0	0
TOTAL APPLICANTS	619	228	391	138	228	32	62	9	32	8	15	41	54	0	0	0	0	0
TOTAL REJECTED APPLICANTS	405	158	247	90	126	20	42	6	22	5	8	37	49	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	214	70	144	48	102	12	20	3	10	3	7	4	5	0	0	0	0	0
TOTAL INTERVIEWED	136	45	91	26	73	10	6	3	6	2	4	4	2	0	0	0	0	0
Not offered Position	109	32	77	17	62	8	5	2	5	1	4	4	1	0	0	0	0	0
Offered Position	27	13	14	9	11	2	1	1	1	1	0	0	1	0	0	0	0	0
Refused Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	26	12	14	9	11	1	1	1	1	1	0	0	1	0	1	0	0	0

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

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 3 - Professional Non Faculty

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Statewide/National

APPLICANT FLOW ANALYSIS	Grand Total	Total		White		Black		Hispanic		Other		TM		TF		Unknown		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Intra-agency	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	46	22	24	15	6	1	5	0	0	1	2	4	11	1	0	0	0	F
TOTAL APPLICANTS	49	23	26	16	7	1	6	0	0	1	2	4	11	1	0	0	0	G
TOTAL REJECTED APPLICANTS	32	16	16	9	2	1	4	0	0	1	2	4	8	1	0	0	0	H
TOTAL QUALIFIED APPLICANTS	17	7	10	7	5	0	2	0	0	0	0	0	3	0	0	0	0	I
TOTAL INTERVIEWED	11	7	4	7	3	0	1	0	0	0	0	0	0	0	0	0	0	O
Not offered Position	8	6	2	6	2	0	0	0	0	0	0	0	0	0	0	0	0	P
Offered Position	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	3	1	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	S

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

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 4 - Clerical
POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Outside agency	1104	178	922	97	480	27	180	23	120	5	28	13	64	13	50	C
TOTAL APPLICANTS FOR POSITION	1104	178	922	97	480	27	180	23	120	5	28	13	64	13	50	F
TOTAL REJECTED APPLICANTS FOR POSITION	191	52	136	29	58	11	35	2	27	2	4	4	7	4	5	G
TOTAL QUALIFIED APPLICANTS FOR POSITION	913	126	786	68	422	16	145	21	93	3	24	9	57	9	45	H
TOTAL INTERVIEWED	57	13	44	8	20	2	13	2	2	0	1	1	2	0	6	I
Not offered Position	48	9	39	6	17	1	13	2	2	0	1	1	2	0	6	J
Offered Position	6	3	3	2	3	1	0	0	0	0	0	0	0	0	0	K
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
TOTAL ACCESSIONS*	6	3	3	2	3	1	0	0	0	0	0	0	0	0	0	M

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

Note:

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - Promotion

OCCUPATIONAL CATEGORY: EEO 4 - Clerical **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: All Titles Except Sec 2
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPt*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL APPLICANTS	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
TOTAL REJECTED APPLICANTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL QUALIFIED APPLICANTS	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
TOTAL INTERVIEWED	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Not offered Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Offered Position	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS*	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0

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

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

OCCUPATIONAL CATEGORY: EEO 4 - Clerical **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: Secretary 2
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	537	61	476	32	279	9	77	12	72	0	9	7	39	1	0	F
TOTAL APPLICANTS	537	61	476	32	279	9	77	12	72	0	9	7	39	1	0	G
TOTAL REJECTED APPLICANTS	86	16	70	9	38	3	9	0	7	0	0	4	16	0	0	H
TOTAL QUALIFIED APPLICANTS	451	45	406	23	241	6	68	12	65	0	9	3	23	1	0	I
TOTAL INTERVIEWED	26	4	22	3	10	0	4	1	4	0	1	0	3	0	0	O
Not offered Position	20	3	17	2	9	0	2	1	2	0	1	0	3	0	0	P
Offered Position	6	1	5	1	1	0	2	0	2	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS**	6	1	5	1	1	0	2	0	2	0	0	0	0	0	0	S

* AAIAHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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

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

OCCUPATIONAL CATEGORY: EEO 4 - Clerical **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: Secretary 2
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNONWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	259	33	226	17	130	5	40	8	35	0	4	2	17	1	0	F
TOTAL APPLICANTS	261	33	228	17	131	5	41	8	35	0	4	2	17	1	0	G
TOTAL REJECTED APPLICANTS	23	8	15	6	8	2	2	0	3	0	0	0	2	0	0	H
TOTAL QUALIFIED APPLICANTS	199	25	174	11	123	3	0	8	32	0	4	2	15	1	0	I
TOTAL INTERVIEWED	22	3	19	3	10	0	3	0	3	0	1	0	2	0	0	O
Not offered Position	20	3	17	3	9	0	2	0	3	0	1	0	2	0	0	P
Offered Position	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS*	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	S

*AAIANHNP1 = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER
 Note: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total; 1WM, 1WF, 2BF, 1HF were hired and included in Hire Applicant Flow Chart.

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 5 - Technical/Paraprofessional

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	Male	Female	Unknown	
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	18	15	2	11	2	1	0	0	0	0	0	1	0	2	0	1	F
TOTAL APPLICANTS	18	15	2	11	2	1	0	0	0	0	0	1	0	2	0	1	G
TOTAL REJECTED APPLICANTS	10	8	2	5	2	1	0	0	0	0	0	1	0	1	0	0	H
TOTAL QUALIFIED APPLICANTS	8	7	0	6	0	0	0	0	0	0	0	0	0	1	0	1	I
TOTAL INTERVIEWED	4	4	0	3	0	0	0	0	0	0	0	1	0	0	0	0	O
Not offered Position	3	3	0	2	0	0	0	0	0	0	0	1	0	0	0	0	P
Offered Position	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	Q
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	S

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

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

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

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

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

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

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

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

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

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

DATE: July 31, 2022

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance

POSITION OR POSITION CLASSIFICATION: All Titles

LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		Two or More		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	53	51	2	38	1	5	1	1	0	2	0	5	0	0	0
TOTAL APPLICANTS	53	51	2	38	1	5	1	1	0	2	0	5	0	0	0
TOTAL REJECTED APPLICANTS	32	31	1	24	0	4	1	0	0	0	0	3	0	0	0
TOTAL QUALIFIED APPLICANTS	21	20	1	14	1	1	0	1	0	2	0	2	0	0	0
TOTAL INTERVIEWED	16	15	1	10	1	1	0	1	0	1	0	2	0	0	0
Not offered Position	14	14	0	9	0	1	0	1	0	1	0	2	0	0	0
Offered Position	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0

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

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

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

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

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

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

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: Custodian
 LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		Two or More		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Applicants	271	208	63	86	20	61	23	37	19	7	1	17	0	0	0
TOTAL APPLICANTS	271	208	63	86	20	61	23	37	19	7	1	17	0	0	0
TOTAL REJECTED APPLICANTS	78	55	23	19	10	23	7	6	6	1	0	6	0	0	0
TOTAL QUALIFIED APPLICANTS	193	153	40	67	10	38	16	31	13	6	1	11	0	0	0
TOTAL INTERVIEWED	61	43	18	19	5	11	9	7	4	2	0	4	0	0	0
Not offered Position	51	36	15	16	3	10	8	4	4	2	0	4	0	0	0
Offered Position	10	7	3	3	2	1	1	3	0	0	0	0	0	0	0
Refused Position	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ACCESSIONS	10	7	3	3	2	1	1	3	0	0	0	0	0	0	0

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

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

OCCUPATIONAL CATEGORY: Protective Service **DATE:** July 31, 2022
POSITION OR POSITION CLASSIFICATION: All Titles
LOCATION: Hartford County

APPLICANT FLOW ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*		Two or More		UNKNOWN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNKNOWN
Intra-agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	A
Outside agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	B
Reemployment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C
Cert. Employment List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	D
Transfer List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	E
Other Applicants	253	192	61	75	17	61	27	40	13	7	1	9	3	0	0	F
TOTAL APPLICANTS	253	192	61	75	17	61	27	40	13	7	1	9	3	0	0	G
TOTAL REJECTED APPLICANTS	237	178	59	66	15	59	27	40	13	6	1	7	3	0	0	H
TOTAL QUALIFIED APPLICANTS	16	14	2	9	2	2	0	0	0	1	0	2	0	0	0	I
TOTAL INTERVIEWED	16	14	2	9	2	2	0	0	0	1	0	2	0	0	0	O
Not offered Position	9	9	0	5	0	1	0	0	0	1	0	2	0	0	0	P
Offered Position	7	5	2	4	2	1	0	0	0	0	0	0	0	0	0	Q
Refused Position	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	R
TOTAL ACCESSIONS	6	4	2	4	2	0	0	0	0	0	0	0	0	0	0	S

Notes:

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

OCCUPATIONAL CATEGORY: Protective Service DATE: July 31, 2022
 POSITION OR POSITION CLASSIFICATION: All Titles
 LOCATION: Hartford County

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

Notes:

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

2022

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	23	12	11	7	9	3	1	1	1	1	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

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

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

2022

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	190	125	65	93	50	5	6	9	2	18	7
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	1	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

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

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

2022

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Excellent	0	0	0	0	0	0	0	0	0	0	0
Good	26	19	7	15	6	4	1	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

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

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

2022

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SERVICE RATINGS											
Superior	0	0	0	0	0	0	0	0	0	0	0
Excellent	106	43	63	37	48	1	5	5	4	0	5
Good	37	13	24	7	17	3	4	2	3	1	0
Satisfactory	3	2	1	2	1	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	1	1	0	1	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

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

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

2022

PERSONNEL EVALUATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
SERVICE RATINGS											
Excellent	13	1	12	1	10	0	1	0	1	0	0
Very Good	28	6	22	2	17	2	1	1	3	1	1
Good	3	0	3	0	0	0	2	0	1	0	0
Satisfactory	0	0	0	0	0	0	0	0	0	0	0
Fair	0	0	0	0	0	0	0	0	0	0	0
Unsatisfactory	0	0	0	0	0	0	0	0	0	0	0
REPRIMANDS	0	0	0	0	0	0	0	0	0	0	0
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
Within Occ Category	0	0	0	0	0	0	0	0	0	0	0
Lower Occ Category	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS	0	0	0	0	0	0	0	0	0	0	0
Intra-Agency	0	0	0	0	0	0	0	0	0	0	0
Outside Agency	0	0	0	0	0	0	0	0	0	0	0

Note: Some numbers are different than current workforce because of newly hired staff who would not have received a PA in 2020/2021 while at CCSU. Other

Q1 Name

Answered: 59 Skipped: 0

Q3 Job Title

Answered: 56 Skipped: 3

Q5 Gender

Answered: 57 Skipped: 2

ANSWER CHOICES		RESPONSES		
Male (1)		52.63%		30
Female (2)		47.37%		27
TOTAL				57

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.47	0.50

Q7 Would you work for CCSU again in the future?

Answered: 57 Skipped: 2

ANSWER CHOICES		RESPONSES		
Yes (1)		70.18%		40
No (2)		29.82%		17
TOTAL				57

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.30	0.46

Q9 Did the job meet your expectations?

Answered: 56 Skipped: 3

ANSWER CHOICES		RESPONSES		
Yes (1)		80.36%		45
No (2)		19.64%		11
TOTAL				56

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.20	0.40

Q11 Overall Experience

Answered: 56 Skipped: 3

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Your overall work experience	39.29% 22	37.50% 21	10.71% 6	3.57% 2	8.93% 5	56	3.95

BASIC STATISTICS

	Minimum	Maximum	Median	Mean	Standard Deviation
	1.00	5.00	2.00	2.05	1.20

Q13 Terms & Conditions

Answered: 55 Skipped: 4

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Salary	30.19% 16	33.96% 18	18.87% 10	15.09% 8	1.89% 1	53	3.75
Fringe benefits	64.81% 35	27.78% 15	7.41% 4	0.00% 0	0.00% 0	54	4.57
Work Schedule	51.85% 28	25.93% 14	14.81% 8	1.85% 1	5.56% 3	54	4.17
Access to flexible working arrangements	38.89% 21	12.96% 7	31.48% 17	3.70% 2	12.96% 7	54	3.61
Office/Work space	61.11% 33	20.37% 11	11.11% 6	7.41% 4	0.00% 0	54	4.35
On-Campus Health & Fitness Opportunities	40.74% 22	16.67% 9	37.04% 20	1.85% 1	3.70% 2	54	3.89
Geographic location	58.18% 32	20.00% 11	14.55% 8	3.64% 2	3.64% 2	55	4.25

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Salary	1.00	5.00	2.00	2.25	1.10
Fringe benefits	1.00	3.00	1.00	1.43	0.63
Work Schedule	1.00	5.00	1.00	1.83	1.10
Access to flexible working arrangements	1.00	5.00	2.00	2.39	1.37
Office/Work space	1.00	4.00	1.00	1.65	0.95
On-Campus Health & Fitness Opportunities	1.00	5.00	2.00	2.11	1.08
Geographic location	1.00	5.00	1.00	1.75	1.07

Q15 Training & Development

Answered: 55 Skipped: 4

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Orientation	35.19% 19	31.48% 17	27.78% 15	3.70% 2	1.85% 1	54	3.94
On the job training	40.00% 22	12.73% 7	27.27% 15	16.36% 9	3.64% 2	55	3.69
Training and development opportunities	36.36% 20	25.45% 14	20.00% 11	14.55% 8	3.64% 2	55	3.76
Access to training programs	30.91% 17	30.91% 17	16.36% 9	14.55% 8	7.27% 4	55	3.64

BASIC STATISTICS							
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION		
Orientation	1.00	5.00	2.00	2.06	0.97		
On the job training	1.00	5.00	2.00	2.31	1.25		
Training and development opportunities	1.00	5.00	2.00	2.24	1.19		
Access to training programs	1.00	5.00	2.00	2.36	1.26		

Q17 Workplace Culture

Answered: 54 Skipped: 5

	EXTREMELY SATISFIED (1)	SOMEWHAT SATISFIED (2)	NEUTRAL (3)	SOMEWHAT DISSATISFIED (4)	EXTREMELY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
Culture of supporting faculty & staff to develop and reach their potential	33.33% 18	22.22% 12	24.07% 13	9.26% 5	11.11% 6	54	3.57
Culture of respecting individual differences	37.04% 20	25.93% 14	16.67% 9	9.26% 5	11.11% 6	54	3.69
Culture of providing a workplace free of harassment and bullying	50.00% 27	12.96% 7	16.67% 9	9.26% 5	11.11% 6	54	3.81

BASIC STATISTICS

	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
Culture of supporting faculty & staff to develop and reach their potential	1.00	5.00	2.00	2.43	1.33
Culture of respecting individual differences	1.00	5.00	2.00	2.31	1.34
Culture of providing a workplace free of harassment and bullying	1.00	5.00	1.50	2.19	1.42