WORKFORCE ANALYSIS
Section 46a-68a-83

The race and sex composition of the full-time workforce is included in the required format. A separate analysis has been calculated for part-time and disabled employees, as well as age groups in five year increments.

The Workforce Analysis inventories the following:

1. Total workforce by occupational category

2. Total workforce by position(s) within each occupational category

3. Workforce in each labor market area by position within each occupational category

4. Workforce in each labor market area by position within each occupational category

5. The age grouping, in five-year groupings, of the university's full-time workforce by occupational category

6. The number of physically disabled employees

Notes:

After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching positions out of the faculty titles and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.

In the 2013 AA Plan review, this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past five submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

Form #38A
FULL-TIME WORKFORCE
SUMMARY/OCCUPATIONAL CATEGORY

WORKFORCE ANALYSIS

DATE: **July 31, 2021**

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Executive/Management	30	13	17	8	13	3	2	1	2	1	0
		43.3%	56.7%	26.7%	43.3%	10.0%	6.7%	3.3%	6.7%	3.3%	0.0%
Faculty	434	251	183	173	137	16	14	13	10	49	22
		57.8%	42.2%	39.9%	31.6%	3.7%	3.2%	3.0%	2.3%	11.3%	5.1%
Professional/Non-Faculty	232	84	148	68	107	6	16	9	17	1	8
		36.2%	63.8%	29.3%	46.1%	2.6%	6.9%	3.9%	7.3%	0.4%	3.4%
Clerical/Secretarial	68	6	62	3	41	1	12	1	7	1	2
		8.8%	91.2%	4.4%	60.3%	1.5%	17.6%	1.5%	10.3%	1.5%	2.9%
Technical/ParaProfessional	11	6	5	4	3	0	2	2	0	0	0
		54.5%	45.5%	36.4%	27.3%	0.0%	18.2%	18.2%	0.0%	0.0%	0.0%
Skilled Crafts	10	9	1	9	1	0	0	0	0	0	0
		90.0%	10.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	73	58	15	39	9	5	0	14	6	0	0
		79.5%	20.5%	53.4%	12.3%	6.8%	0.0%	19.2%	8.2%	0.0%	0.0%
Protective Services	16	14	2	8	2	1	0	5	0	0	0
		87.5%	12.5%	50.0%	12.5%	6.3%	0.0%	31.3%	0.0%	0.0%	0.0%
TOTALS	874	441	433	312	313	32	46	45	42	52	32
	100.0%	50.5%	49.5%	35.7%	35.8%	3.7%	5.3%	5.1%	4.8%	5.9%	3.7%

Form #38A
FULL-TIME WORKFORCE
SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	30	13	17	8	13	3	2	1	2	1	0
Faculty	434	251	183	173	137	16	14	13	10	49	22
Professional/Non-Faculty	232	84	148	68	107	6	16	9	17	1	8
Clerical/Secretarial	0	0	0	0	0	0	0	0	0	0	0
Technical/ParaProfessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0	0	0	0
TOTALS	696	348	348	249	257	25	32	23	29	51	30
	100.0%	50.0%	50.0%	35.8%	36.9%	3.6%	4.6%	3.3%	4.2%	7.3%	4.3%

EEO1- Executive/Administrative
Position/Occupational Category
Labor Market Area: National and Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Adm.	18	7	11	6	9	1	1	0	1	0	0
Adm VIII	0	0	0	0	0	0	0	0	0	0	0
Adm VII	12	6	6	2	4	2	1	1	1	1	0
GRAND TOTALS	30	13	17	8	13	3	2	1	2	1	0
	100.0%	43.3%	56.7%	26.7%	43.3%	10.0%	6.7%	3.3%	6.7%	3.3%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
Position/Occupational Category 1
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Assoc VP Academic Affairs	1	1	0	0	0	1	0	0	0	0	0
Assoc VP Enrollment Mgmt	1	0	1	0	1	0	0	0	0	0	0
Assoc VP, Marketing & Comm.	1	0	1	0	1	0	0	0	0	0	0
Assoc VP for Plan & Inst Effectiveness	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Graduate Studies	1	0	1	0	1	0	0	0	0	0	0
Chief Administrative Officer	0	0	0	0	0	0	0	0	0	0	0
Chief Financial Officer	0	0	0	0	0	0	0	0	0	0	0
Chief Human Resources Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Information Officer	1	1	0	1	0	0	0	0	0	0	0
Chief of Police/Director of Public Safety	0	0	0	0	0	0	0	0	0	0	0
Chief Operations Officer	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Arts & Sciences	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Business	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Ed & Prof. Studies	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Engineering & Technology	0	0	0	0	0	0	0	0	0	0	0
Dir. Employment and Labor	1	0	1	0	1	0	0	0	0	0	0
Director of Institutional Research	1	1	0	1	0	0	0	0	0	0	0
Executive Director, CPP&SR	1	0	1	0	1	0	0	0	0	0	0
Human Resources Administrator	1	0	1	0	0	0	0	0	1	0	0
President	0	0	0	0	0	0	0	0	0	0	0
Provost	1	1	0	1	0	0	0	0	0	0	0
University Counsel	1	1	0	1	0	0	0	0	0	0	0
Vice President for Academic Affairs	1	1	0	1	0	0	0	0	0	0	0
Vice President of Equity & Inclusion	1	0	1	0	0	0	1	0	0	0	0
Vice President Institutional Advancement	0	0	0	0	0	0	0	0	0	0	0
Vice President Student Affairs	1	1	0	0	0	0	0	0	0	1	0
SUB-TOTALS	18	7	11	6	9	1	1	0	1	1	0
	100.0%	38.9%	61.1%	33.3%	50.0%	5.6%	5.6%	0.0%	5.6%	5.6%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
Position/Occupational Category Adm VII & Admin VIII
Labor Market Area: National and Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrator VII											
Associate Dean, Arts & Sciences	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Business	1	1	0	0	0	0	0	0	0	1	0
Associate Dean, Education	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Engr. & Tech.	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Planning & Res	1	0	1	0	1	0	0	0	0	0	0
Associate Dean, Student Affairs	1	1	0	0	0	0	0	1	0	0	0
Controller	1	0	1	0	1	0	0	0	0	0	0
Director, Acad. Artic. & Partnerships	1	0	1	0	0	0	0	0	1	0	0
Director, Counseling & Student Dev	1	1	0	1	0	0	0	0	0	0	0
Director, Grad Rec & Admissions	1	0	1	0	0	0	1	0	0	0	0
Director of Marketing	1	0	1	0	1	0	0	0	0	0	0
Director, Public Relations	0	0	0	0	0	0	0	0	0	0	0
Director, Recruitment & Admissions	1	1	0	0	0	1	0	0	0	0	0
Director, Center for International Ed.	1	1	0	0	0	1	0	0	0	0	0
Director, Library Services	1	1	0	1	0	0	0	0	0	0	0
Admin VII Total	12	6	6	2	4	2	1	1	1	1	0
Administrator VIII											
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
Admin VIII Total	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTALS	12	6	6	2	4	2	1	1	1	1	0
	100.0%	50.0%	50.0%	16.7%	33.3%	16.7%	8.3%	8.3%	8.3%	8.3%	0.0%

EEO2 – FACULTY
Labor Market Area: National and Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
PROFESSOR	190	125	65	93	50	5	6	9	2	18	7
ASSOCIATE PROFESSOR	144	73	71	47	52	5	4	2	6	19	9
ASSISTANT PROFESSOR	74	34	40	18	29	2	3	2	2	12	6
INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0
COACHING STAFF	26	19	7	15	6	4	1	0	0	0	0
TOTALS	434	251	183	173	137	16	14	13	10	49	22
	100.0%	57.8%	42.2%	39.9%	31.6%	3.7%	3.2%	3.0%	2.3%	11.3%	5.1%

Note: Figures do not include Special Appointments. All faculty positions related to athletics (Coaches, trainers, and faculty) counted separately under coaching
Note: Instructor category combined with Assitant Professor in the 2013 AA Plan submission

EEO2 - FACULTY COACHING
Labor Market Area: National & Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COACHING											
SU Coach A	4	2	2	1	1	1	1	0	0	0	0
SU Coach 1	6	6	0	5	0	1	0	0	0	0	0
SU Coach 2	4	2	2	1	2	1	0	0	0	0	0
SU Coach 3	1	0	1	0	1	0	0	0	0	0	0
SU Coach 4	8	7	1	6	1	1	0	0	0	0	0
SU Athletic Trainer	1	1	0	1	0	0	0	0	0	0	0
SU Head Athletic Trainer	2	1	1	1	1	0	0	0	0		
COACHING TOTALS	26	19	7	15	6	4	1	0	0	0	0
	100.0%	73.1%	26.9%	57.7%	23.1%	15.4%	3.8%	0.0%	0.0%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator II	28	12	16	10	10	1	2	1	2	0	2
Administrator III	57	14	43	9	33	2	6	3	3	0	1
Administrator IV	56	24	32	18	24	1	2	4	4	1	2
Administrator V	36	18	18	17	13	0	1	1	2	0	2
Administrator VI	18	10	8	10	7	0	0	0	1	0	0
MISCELLANEOUS	37	6	31	4	20	2	5	0	5	0	1
GRAND TOTAL	232	84	148	68	107	6	16	9	17	1	8
	100.0%	36.2%	63.8%	29.3%	46.1%	2.6%	6.9%	3.9%	7.3%	0.4%	3.4%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator I Sub-Total	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS											
Administrative Operations Assistant	0	0	0	0	0	0	0	0	0	0	0
Assistant Counselor	2	0	2	0	0	0	0	0	2	0	0
Assistant Librarian	1	1	0	1	0	0	0	0	0	0	0
Associate Counselor	1	0	1	0	1	0	0	0	0	0	0
Associate Librarian	1	0	1	0	1	0	0	0	0	0	0
Catolog Librarian	1	1	0	0	0	1	0	0	0	0	0
Collection Agent	1	1	0	0	0	1	0	0	0	0	0
Counselor	6	0	6	0	3	0	3	0	0	0	0
CSU Administrative Assistant	1	1	0	1	0	0	0	0	0	0	0
Digital Resources Librarian	1	1	0	1	0	0	0	0	0	0	0
Director of Student Health Services	1	1	0	1	0	0	0	0	0	0	0
Diversity Associate	2	0	2	0	1	0	0	0	1	0	0
Drafter 1	1	0	1	0	1	0	0	0	0	0	0
Executive Assistant to the President	2	0	2	0	1	0	1	0	0	0	0
Human Resources Assistant	1	0	1	0	0	0	1	0	0	0	0
Human Resources Administrative Operations A	4	0	4	0	2	0	0	0	2	0	0
Human Resources Associate	0	0	0	0	0	0	0	0	0	0	0
Lead Diversity Associate	5	0	5	0	5	0	0	0	0	0	0
Librarian	2	0	2	0	2	0	0	0	0	0	0
Reference & Inst Design Librarian	1	0	1	0	1	0	0	0	0	0	0
Special Project Administrator	1	0	1	0	1	0	0	0	0	0	0
University Archivist	1	0	1	0	1	0	0	0	0	0	0
Video Engineering Specialist	1	0	1	0	0	0	0	0	0	0	1
Miscellaneous Sub-Total	37	6	31	4	20	2	5	0	5	0	1
Administrator I & Misc. TOTAL	37	6	31	4	20	2	5	0	5	0	1
	100.0%	16.2%	83.8%	10.8%	54.1%	5.4%	13.5%	0.0%	13.5%	0.0%	2.7%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National & Statewide

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrator II	2	1	1	1	1	0	0	0	0	0	0
Administrative Coordinator	1	0	1	0	1	0	0	0	0	0	0
Administrative Support Coordinator	1	0	1	0	0	0	0	0	1	0	0
Asst in Fiscal Affairs	3	2	1	2	0	0	0	0	0	0	1
Asst in Payroll/Accts Payable	1	0	1	0	1	0	0	0	0	0	0
Asst to Director/Area Coordinator	2	1	1	1	1	0	0	0	0	0	0
Asst to Director/Residence Hall Director	3	2	1	1	0	1	1	0	0	0	0
Athletic Equipment Manager	0	0	0	0	0	0	0	0	0	0	0
Degree Auditor	2	1	1	1	1	0	0	0	0	0	0
Desktop Support Assistant	1	0	1	0	0	0	1	0	0	0	0
Envir. Health & Safety Assist.	1	0	1	0	0	0	0	0	0	0	1
Ins Des & Tech Research Assistant	1	1	0	0	0	0	0	1	0	0	0
Program Assistant	2	1	1	1	1	0	0	0	0	0	0
Project Assistant, School of Ed.	1	0	1	0	1	0	0	0	0	0	0
Registrar Services Assistant	3	1	2	1	1	0	0	0	1	0	0
Server Support Assistant	1	1	0	1	0	0	0	0	0	0	0
Sports Information Assistant	1	1	0	1	0	0	0	0	0	0	0
Technical Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Veteran Retention Assistant	1	0	1	0	1	0	0	0	0	0	0
TOTALS	28	12	16	10	10	1	2	1	2	0	2
	100.0%	42.9%	57.1%	35.7%	35.7%	3.6%	7.1%	3.6%	7.1%	0.0%	7.1%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrator III	1	0	1	0	1	0	0	0	0	0	0
Academic Advising Specialist	1	0	1	0	1	0	0	0	0	0	0
Academic Support Specialist	1	1	0	1	0	0	0	0	0	0	0
Access & Security Coordinator	1	1	0	1	0	0	0	0	0	0	0
Accounting and Budget Assistant	3	1	2	0	2	1	1	0	0	0	0
Admin Support Specialist	1	0	1	0	0	0	1	0	0	0	0
Admissions Representative	1	1	0	1	0	0	0	0	0	0	0
Advising & Career Expl. Specialist	4	1	3	1	2	0	1	0	0	0	0
Advising & Student Support Specialist	5	0	5	0	4	0	0	0	1	0	0
Assistant Bursar	2	0	2	0	2	0	0	0	0	0	0
Assistant Director of Admissions	5	2	3	1	2	0	1	1	0	0	0
Assistant Director of Advancement Services and Operations	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Financial Aid	3	2	1	1	0	0	1	1	0	0	0
Assistant Directpr of Graduate Admissions and Recruitment	1	0	1	0	0	0	0	0	1	0	0
Assistant Director of Grants & Funded Research	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Activities and Leadership	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Center Operations	1	0	1	0	1	0	0	0	0	0	0
Assistant in Fiscal Affairs	1	0	1	0	1	0	0	0	0	0	0
Assistant Property Control Coordinator	1	0	1	0	1	0	0	0	0	0	0
Assistant Registrar	3	0	3	0	2	0	1	0	0	0	0
Budget Assistant	1	0	1	0	0	0	1	0	0	0	0
Campus One Card System Specialist	1	1	0	1	0	0	0	0	0	0	0
College Health Nurse	1	0	1	0	1	0	0	0	0	0	0
Coordinator of School & Community Partnerships	1	1	0	0	0	1	0	0	0	0	0
Customer Support Center Lead	1	1	0	0	0	1	0	0	0	0	0
Desktop Support Technician	1	0	1	1	0	0	0	0	0	0	0
Finanancial Aid Counselor	1	0	1	0	1	0	0	0	0	0	0
Grants Specialist	1	0	1	0	0	0	0	0	1	0	0
Instructional Coordinator	1	0	1	0	1	0	0	0	0	0	0
Institutional Research & Assessment Support	1	0	1	0	1	0	0	0	0	0	0
Property & Inventory Control Coord.	1	1	0	0	0	0	0	1	0	0	0
Science Technical Specialist	2	2	0	0	0	0	0	2	0	0	0
Sexual Assault and Violence Prevention Specialist	0	0	0	0	0	0	0	0	0	0	0
Site Specialist	1	1	0	0	0	0	0	1	1	0	0
Team Advisor	2	0	2	0	1	0	1	0	0	0	0
Technical Support Lead	2	1	1	1	0	0	0	0	0	0	0
Theatre Support Specialist	1	0	1	0	0	0	0	0	0	0	1
TOTALS	57	14	43	9	33	2	6	3	3	0	1
	100.0%	24.6%	75.4%	15.8%	57.9%	3.5%	10.5%	5.3%	5.3%	0.0%	1.8%

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrator IV											
Accounting & Budget Tax Specialist	1	0	1	0	1	0	0	0	0	0	0
Advanced Practice Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Advising & Career Expl. Spec.	1	0	1	0	1	0	0	0	0	0	0
Assessment Coordinator	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean Graduate Studies	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean, Prof. Programs & Certification Officer	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean, School of Business	0	0	0	0	0	0	0	0	0	0	0
Associate Bursar	1	0	1	1	0	0	1	0	0	0	0
Associate Director, Career Success Ctr & Explore Central Adv Off	1	0	1	0	0	0	1	0	0	0	0
Associate Director, CIE/Int'l Student and Scholar Services	1	1	0	0	0	0	0	0	0	0	0
Associate Director of Financial Aid	1	0	1	0	1	0	0	0	0	0	0
Associate Director, Graduate Programs	1	0	1	1	0	0	0	0	0	0	0
Associate Director, Medical	1	0	0	0	0	0	0	0	0	1	0
Associate Director, Pre-Collegiate & Access Services	0	0	0	0	0	0	0	0	0	0	0
Associate Director, Recruit & Admissions	1	1	0	0	0	0	0	0	1	0	0
Associate Director, Residence Life	2	1	1	1	1	0	0	0	0	1	0
Associate Director, Student Activities Leadership Dev.	1	0	1	0	0	0	0	0	0	0	0
Associate Director, Student Center	1	0	1	0	1	0	0	0	0	0	0
Associate Registrar	2	1	1	1	1	0	0	0	0	0	0
Associate Registrar for CAPP	1	0	1	0	1	0	0	0	0	0	0
Asst Dir, Student Conduct Operations	0	0	0	0	0	0	0	0	0	0	0
Asst Dir, Athl Admin & Student Services	1	0	1	0	1	0	0	0	0	0	0
Asst Dir, Athl Comm & Media Services	1	1	0	1	0	0	0	0	0	0	0
Asst Mgr Internet Services	1	1	1	1	0	0	0	0	0	0	0
Capital Budget Administrator	1	0	1	1	0	0	0	0	0	0	0
Contract Compliance Procurement Specialist	1	1	0	0	0	0	0	1	0	0	0
Coord, Clin Placement and Lab Learning	1	0	1	1	0	0	0	0	0	0	0
Coord, Community Engagement	1	1	0	0	0	0	0	0	0	0	0
Coord, Design and Publications	1	0	1	0	1	0	0	0	0	0	0
Coord, University Construction & Facilities Mgmt	1	1	0	0	0	0	0	1	0	0	0
Coord, Wellness Education	1	0	1	1	0	0	0	0	0	0	0
Coord, Women's Center	0	0	0	0	0	0	0	0	0	0	0
Coord, Student Fin Ltrcy & Advising	1	1	1	1	0	0	0	1	0	1	0
Desktop Engineer	1	1	0	0	1	0	0	0	0	0	0
Grants Administration Manager	1	0	1	0	1	0	0	0	0	0	0
Institutional Research Specialist	2	2	0	0	1	0	0	0	0	0	1
Institutional Review Board Administrator	0	0	0	0	0	0	0	0	0	0	0
Instr Design & Tech Research Center Supervisor	1	0	1	0	0	0	0	0	0	0	0
International Education Coord	1	0	1	0	1	0	0	0	0	0	0
Manager, CT Sentencing Commission	1	0	1	0	1	0	0	0	0	0	0
Media Technology Manager	1	1	0	1	0	0	0	0	0	0	0
Networking & Telecomm Administrator	1	1	0	1	0	0	0	0	0	0	0
News Writer/Editor (Alum Rel)	1	0	1	0	1	0	0	0	0	0	0
NewsWrtr/Edtr-MediaRelations	1	1	0	1	0	0	0	0	0	0	0
Operations Coordinator	1	1	0	0	0	0	0	0	0	0	1
Programmer Specialist	3	3	1	3	0	0	0	0	0	0	0
Project Manager	2	2	1	1	1	0	0	0	0	0	0
Recreation Specialist	1	1	1	0	1	0	0	0	0	0	0
Research Specialist	0	0	0	0	0	0	0	0	0	0	0
Server Administrator	3	3	0	3	0	0	0	0	0	0	0
Systems Administrator	1	1	0	1	0	0	0	0	0	0	0
Technical Support Specialist	2	2	2	0	0	0	0	0	1	0	0
Trio Grant Coordinator	1	1	1	0	0	0	0	0	1	0	0
Veterans Affairs Coordinator	1	1	1	0	0	0	0	0	0	1	0
TOTALS	55	24	31	18	24	1	2	4	4	4	2
	100.0%	43.6%	56.4%	32.7%	43.6%	1.8%	3.6%	7.3%	7.3%	1.8%	3.6%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator V	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Accounting	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Athletics Administration	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Athletics External Services	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Business Services	2	1	1	1	1	0	0	0	0	0	0
Assoc Dir of Counseling	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Education and Professional Studies	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Engineering & Science Technology	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Fac Sup Svcs	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Sports Performance	1	0	1	0	0	0	0	0	0	0	1
Assoc. Dir., CIE & Coord IELP	1	0	1	0	1	0	0	0	0	0	0
Budget Director	1	0	1	0	1	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Campus Architect	1	1	0	1	0	0	0	0	0	0	0
Coord, Capital Proj & Fac Plan	1	0	1	0	1	0	0	0	0	0	0
Coordinator, Women's Programs	1	0	1	0	0	0	1	0	0	0	0
Customer Support Ctr Manager	1	0	1	0	0	0	0	0	1	0	0
Desktop Engineer Manager	1	1	0	1	0	0	0	0	0	0	0
Director of Advancement Services	1	1	0	1	0	0	0	0	0	0	0
Director of Alumni Affairs	1	0	1	0	1	0	0	0	0	0	0
Director of Auxillary Services (IT)	1	1	0	1	0	0	0	0	0	0	0
Director of Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Director of Evironmental Health and Safety	1	1	0	1	0	0	0	0	0	0	0
Director of Inst Municipal & Regional Pol	1	1	0	1	0	0	0	0	0	0	0
Director of New Student Programs	1	0	1	0	1	0	0	0	0	0	0
Director of Pre-Collegiate/Access Svcs	1	0	1	0	0	0	0	0	0	0	1
Director of Student Disability Services	1	0	1	0	1	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	1	0	0	0	0	0	0	0
Instructional Design &Tech Research Ctr Supvr	1	1	0	1	0	0	0	0	0	0	0
Manager of Contract Cmpl & Procurement Svcs	1	1	0	1	0	0	0	0	0	0	0
Manager of Support Services	1	1	0	1	0	0	0	0	0	0	0
Manager of University Internet Services	1	1	0	1	0	0	0	0	0	0	0
Network Security Manager	1	1	0	1	0	0	0	0	0	0	0
Project Manager, IT Administrative Tech.	1	0	1	0	0	0	0	0	1	0	0
Senior Systems Administrator	1	1	0	0	0	0	0	1	0	0	0
Student Tech. Resources Manager	1	1	0	1	0	0	0	0	0	0	0
TOTALS	36	18	18	17	13	0	1	1	2	0	2
	100.0%	50.0%	50.0%	47.2%	36.1%	0.0%	2.8%	2.8%	5.6%	0.0%	5.5%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator VI	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean , School of Business	1	1	0	1	0	0	0	0	0	0	0
Associate Director, Accounting	1	1	0	1	0	0	0	0	0	0	0
Director of Admin Technical Svcs	1	0	1	0	1	0	0	0	0	0	0
Director of Client Services	1	1	0	1	0	0	0	0	0	0	0
Director of Engineering Services	1	1	0	1	0	0	0	0	0	0	0
Director of Exp Ctrl, Career Success Center	1	1	0	1	0	0	0	0	0	0	0
Director of Financial Aid	1	0	1	0	1	0	0	0	0	0	0
Director of Grants & Funded Research	1	1	0	1	0	0	0	0	0	0	0
Director of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director of IT Strategic Initiatives & Special Projects	1	1	0	1	0	0	0	0	0	0	0
Director of IT Technical Services	1	1	0	1	0	0	0	0	0	0	0
Director of Learning Center	1	0	1	0	1	0	0	0	0	0	0
Director of Op. Logistics & Event Mgt	1	1	0	1	0	0	0	0	0	1	0
Director of Residence Life	1	0	1	0	1	0	0	0	0	0	0
Director of Student Activities & Leadership Dev	1	1	0	1	0	0	0	0	0	0	0
Director of Student Center	1	0	1	0	0	0	0	0	1	0	0
Director of Student Conduct	1	0	1	0	1	0	0	0	0	0	0
Registrar	1									1	0
TOTALS	18	10	8	10	7	0	0	0	1	0	0
	100.0%	55.6%	44.4%	55.6%	38.9%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%

Form #38A
FULL-TIME WORKFORCE
SUMMARY: Hartford LMA

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Executive/Management	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical/Secretarial	68	6	62	3	41	1	12	1	7	1	2
Technical/ParaProfessional	11	6	5	4	3	0	2	2	0	0	0
Skilled Crafts	10	9	1	9	1	0	0	0	0	0	0
Service/Maintenance	73	58	15	39	9	5	0	14	6	0	0
Protective Services	16	14	2	8	2	1	0	5	0	0	0
TOTALS	178	93	85	63	56	7	14	22	13	1	2
	100.0%	52.2%	47.8%	35.4%	31.5%	3.9%	7.9%	12.4%	7.3%	0.6%	1.1%

EEO4 - SECRETARIAL/CLERICAL
Labor Market Area: Hartford County

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Administrative Assistant	12	1	11	1	6	0	4	0	1	0	0
Cash Accounting Clerk	2	0	2	0	2	0	0	0	0	0	0
Clerk Typist	1	0	1	0	0	0	1	0	0	0	0
Head Clerk	1	0	1	0	1	0	0	0	0	0	1
Office Assistant	6	0	6	0	3	0	2	0	0	0	0
Payroll Clerk	3	1	2	0	2	0	0	1	0	0	0
Processing Technician	1	0	1	0	0	0	1	0	0	0	0
Secretary 1	2	0	2	0	1	0	1	0	0	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	1	0	1	1
Sub-Total*	34	5	29	2	18	1	9	1	1	1	1
Secretary 2	34	1	33	1	23	0	3	0	6	0	1
TOTALS	68	6	62	3	41	1	12	1	7	1	2
	100.0%	8.8%	91.2%	4.4%	60.3%	1.5%	17.6%	1.5%	10.3%	1.5%	2.9%

*Secretary/clerical, all titles except Secretary 2
Administrative Assistant combined with Clerical All Titles as numbers for past several years have been below 25 employees (okayed by CHRO through conversation with Neva Vigezzi)

Note: EEO4 minus Sec2 =

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
	34	5	29	2	18	1	9	1	1	1	1
	100.0%	14.7%	85.3%	5.9%	52.9%	2.9%	26.5%	2.9%	2.9%	2.9%	2.9%

EEO5 - TECHNICAL PARAPROFESSIONAL
Labor Market Area: Hartford County

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Assistant Accountant	1	0	1	0	0	0	1	0	0	0	0
Computer Support Assistant	1	1	0	1	0	0	0	0	0	0	0
Fiscal Administrative Assistant	1	0	1	0	0	0	1	0	0	0	0
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0
Library Technician	4	2	2	1	2	0	0	1	0	0	0
Library Technical Assistant	1	1	0	1	0	0	0	0	0	0	0
Planetarium Technician	1	0	1	0	1	0	0	0	0	0	0
Univ Research Tech 2	1	1	0	0	0	0	0	1	0	0	0
TOTALS	11	6	5	4	3	0	2	2	0	0	0
	100.0%	54.5%	45.5%	36.4%	27.3%	0.0%	18.2%	18.2%	0.0%	0.0%	0.0%

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
QCW (Carpy)	3	2	1	2	1	0	0	0	0	0	0
QCW (Elecl)	4	4	0	4	0	0	0	0	0	0	0
QCW (HVACR)	0	0	0	0	0	0	0	0	0	0	0
QCW (Lock)	2	2	0	2	0	0	0	0	0	0	0
QCW (Plmn &Stmfr)	1	1	0	1	0	0	0	0	0	0	0
TOTALS	10	9	1	9	1	0	0	0	0	0	0
	100.0%	90.0%	10.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

EEO7 - SERVICE/MAINTENANCE
All Categories
Labor Market Area: Hartford County

DATE: July 31, 2021

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE
Building Maintenance Supv	1	1	0	1	0	0	0	0	0	0	0
Building Superintendent 3	1	1	0	1	0	0	0	0	0	0	0
Duplicating Technician 2	1	1	0	1	0	0	0	0	0	0	0
General Trades Worker	6	6	0	4	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	1	0	0	0	0	0	0	0
Lead Custodian	4	1	3	1	1	0	0	0	2	0	0
Lead Power Plant Op. Energy Ctr.	2	2	0	2	0	0	0	0	0	0	0
Mail Handler	2	2	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	1	0	1	0	1	0	0	0	0	0	0
Maintainer	2	2	0	0	0	2	0	0	0	0	0
Maint Supv 1 (Elect)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Gen)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Lock)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Plmn&Stmfr)	1	1	0	1	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	8	8	0	8	0	0	0	0	0	0	0
Skilled Maintainer	2	2	0	1	0	0	0	1	0	0	0
Storekeeper	4	4	0	4	0	0	0	0	0	0	0
Storekeeper Assistant	3	3	0	2	0	0	0	1	0	0	0
Sub Total	**42**	**38**	**4**	**32**	**2**	**3**	**0**	**3**	**2**	**0**	**0**
Custodians	31	20	11	7	7	2	0	11	4	0	0
TOTALS	73	58	15	39	9	5	0	14	6	0	0
	100.0%	79.5%	20.5%	53.4%	12.3%	6.8%	0.0%	19.2%	8.2%	0.0%	0.0%
Note: EEO7 minus Custodians =	**42**	**38**	**4**	**32**	**2**	**3**	**0**	**3**	**2**	**0**	**0**
	100.0%	90.5%	9.5%	76.2%	4.8%	7.1%	0.0%	7.1%	4.8%	0.0%	0.0%

EEO7 - PROTECTIVE SERVICE
Labor Market Area: Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2021

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Detective	1	1	0	1	0	0	0	0	0	0	0
Police Lieutenant	2	2	0	2	0	0	0	0	0	0	0
Police Officer	8	6	2	2	2	0	0	4	0	0	0
Police Sergeant	4	4	0	2	0	1	0	1	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	16	14	2	8	2	1	0	5	0	0	0
	100.0%	87.5%	12.5%	50.0%	12.5%	6.3%	0.0%	31.3%	0.0%	0.0%	0.0%

PART-TIME
Labor Market Area: Local and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE	UNKNOWN MALE	UNKNOWN FEMALE
EXECUTIVE													
	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FACULTY													
Lecturer	858	446	412	345	322	28	23	18	19	29	22	31	21
Lecturer Non Teaching	66	29	37	24	32	3	3	0	0	1	1	1	1
Graduate Assistant	61	21	40	8	25	5	4	4	4	4	4	1	2
TOTAL	985	496	489	377	379	36	30	22	23	34	27	33	24
COACHING/ATHLETICS													
PT Coaches	17	13	4	12	3	0	1	0	0	0	0	1	0
TOTAL	17	13	4	12	3	0	1	0	0	0	0	1	0
PROFESSIONAL/NON-FACULTY													
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0
Cooperative Education Intern	12	6	6	3	4	1	1	2	1	0	0	0	0
Counselor PT	3	0	3	0	2	0	0	0	0	0	1	0	0
Graduate Intern	19	9	10	5	5	1	0	1	3	1	1	1	1
SU Assistant	124	52	72	33	47	6	6	6	13	4	4	3	2
SU Librarian	5	1	4	1	2	0	0	0	1	0	0	0	1
TOTAL	164	68	97	42	61	8	7	9	18	5	6	4	4
CLERICAL/SECRETARIAL													
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 2	2	0	2	0	1	0	0	0	1	0	0	0	0
University Helper	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL	5	0	5	0	4	0	0	0	1	0	0	0	0
STUDENT WORKER POSITIONS	1417	640	777	367	411	161	148	94	149	26	42	5	14
GRAND TOTAL	2588	1217	1371	798	858	205	186	125	191	65	75	43	42
	100.0%	47.0%	53.0%	30.8%	33.2%	7.9%	7.2%	4.8%	7.4%	2.5%	2.9%	1.7%	1.6%

FT Employee Age Report as of 7/31/2021 Age Grouping of Full-time Workforce by Occupational Category

JOB CATEGORY	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	TOTAL
EXECUTIVE/ADMINISTRATIVE	0	0	0	0	2	4	4	4	5	8	3	0	30
FACULTY	0	0	1	14	43	48	61	67	68	66	45	21	434
PROFESSIONAL/NON-FACULTY	0	1	11	18	28	34	24	47	42	18	5	4	232
CLERICAL/SECRETARIAL	0	0	1	0	2	7	10	11	16	17	2	2	68
TECHNICAL/PARAPROFESSIONAL	0	0	1	0	0	0	2	2	1	4	1	0	11
SKILLED CRAFTS	0	0	0	0	1	0	0	3	3	0	3	0	10
SERVICE/MAINTENANCE	0	0	0	5	4	6	13	12	17	9	4	3	73
PROTECTIVE SERVICES	0	0	0	1	0	2	3	1	8	1	0	0	16
TOTALS	0	1	14	38	80	101	117	147	160	123	63	30	874
	0.0%	0.1%	1.6%	4.3%	9.2%	11.6%	13.4%	16.8%	18.3%	14.1%	7.2%	3.4%	100.0%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2020-2021

Category	Count
Executive Administrative	1
Faculty	5
Professional Non-Faculty	1
Clerical/Secretarial	1
Technical Paraprofessional	0
Skilled Craft	0
Service Maintenance	0