

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 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.

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2019-2020

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

Form #38A

FULL-TIME WORKFORCE

SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIAN/HNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	32	19	13	11	10	5	1	1	2	2	0	0	0
Faculty	448	254	194	180	151	21	12	14	11	39	20	0	0
Professional/Non-Faculty	240	89	151	70	111	7	16	10	19	2	5	0	0
Clerical/Secretarial	0	0	0	0	0	0	0	0	0	0	0	0	0
Technical/ParaProfessional	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	720	362	358	261	272	33	29	25	32	43	25	32	25
	100.0%	50.3%	49.7%	36.3%	37.8%	4.6%	4.0%	3.5%	4.4%	6.0%	3.5%	4.4%	3.5%

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

DATE: July 31, 2020

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Adm.	20	12	8	8	7	3	0	0	1	1	0
Adm VIII	0	0	0	0	0	0	0	0	0	0	0
Adm VII	12	7	5	3	3	2	1	1	1	1	0
GRAND TOTALS	32	19	13	11	10	5	1	1	2	2	0
	100.0%	59.4%	40.6%	34.4%	31.3%	15.6%	3.1%	3.1%	6.3%	6.3%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE

Position/Occupational Category 1

Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP1*		
		MALE	FEMALE	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.	0	0	0	0	0	0	0	0	0	0	0	
Assoc VP for Plan & Inst Effectiveness	1	0	1	0	1	0	0	0	0	0	0	
Assoc VP/AA & Dean, Grad Stud	0	0	0	0	0	0	0	0	0	0	0	
Chief Administrative Officer	1	1	0	0	0	1	0	0	0	0	0	
Chief Diversity Officer	0	0	0	0	0	0	0	0	0	0	0	
Chief Financial Officer	1	0	1	0	1	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	1	1	0	0	0	1	0	0	0	0	0	
Chief Operations Officer	1	1	0	1	0	0	0	0	0	0	0	
Dean, School of A & S	1	1	0	1	0	0	0	0	0	0	0	
Dean, School of Business	0	0	0	0	0	0	0	0	0	0	0	
Dean, School of Ed & Prof. Studies	1	0	1	0	1	0	0	0	0	0	0	
Dean, School of Engineering & Technology	1	1	0	0	0	0	0	0	0	0	0	
Dir. Employment and Labor	1	1	0	1	0	0	0	0	0	0	0	
Executive Director, CPP&SR	1	1	0	1	0	0	0	0	0	0	0	
Human Resources Administrator	1	0	1	0	1	0	0	0	0	0	0	
President	1	0	1	0	0	0	0	0	0	1	0	
Provost & Vice President	1	1	0	1	0	0	0	0	0	0	0	
University Counsel	1	0	1	0	1	0	0	0	0	0	0	
Vice President Institutional Advancement	1	1	0	1	0	0	0	0	0	0	0	
Vice President Student Affairs	1	1	0	1	0	0	0	0	0	0	0	
SUB-TOTALS	20	12	8	8	7	3	15.0%	35.0%	0.0%	5.0%	5.0%	0.0%

EE01 - EXECUTIVE/ADMINISTRATIVE
 Position/Occupational Category Adm VII & Admin VIII
 Labor Market Area: National and Statewide

DATE: July 31, 2020

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator VII											
Associate Dean, Arts & Sciences	2	1	1	1	0	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, 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, Public Relations	1	0	1	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	7	5	3	3	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	7	5	3	3	2	1	1	1	1	0
	100.0%	58.3%	41.7%	25.0%	25.0%	16.7%	8.3%	8.3%	8.3%	8.3%	0.0%

EEO2 - FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PROFESSOR	211	131	80	97	63	8	6	10	3	16	8		
ASSOCIATE PROFESSOR	127	63	64	43	50	4	3	2	5	14	6		
ASSISTANT PROFESSOR	81	38	43	24	32	3	2	2	3	9	6		
INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0		
COACHING STAFF	29	22	7	16	6	6	1	0	0	0	0		
TOTALS	448	254	194	180	151	21	12	14	11	39	20		
		56.7%	43.3%	40.2%	33.7%	4.7%	2.7%	3.1%	2.5%	8.7%	4.5%		

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 Assistant Professor in the 2013 AA Plan submission

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

DATE: July 31, 2020

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPi*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator II	31	14	17	11	11	2	3	1	2	0	1
Administrator III	59	16	43	10	34	2	6	3	2	1	1
Administrator IV	58	24	34	17	25	1	2	5	5	1	2
Administrator V	35	19	16	18	13	0	0	1	2	0	1
Administrator VI	19	11	8	10	6	1	0	0	2	0	0
MISCELLANEOUS	38	5	33	4	22	1	5	0	6	0	0
GRAND TOTAL	240	89	151	70	111	7	16	10	19	2	5
	100.0%	37.1%	62.9%	29.2%	46.3%	2.9%	6.7%	4.2%	7.9%	0.8%	2.1%

EEO3 - PROFESSIONAL/NON-FACULTY

Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNPi*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator I	0	0	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	0	0
MISCELLANEOUS													
Administrative Operations Assistant	2	0	2	0	2	0	0	0	0	0	0	0	0
Assistant Counselor	2	0	2	0	2	0	0	0	0	0	2	0	0
Assistant Director of HR	1	0	1	0	1	0	0	0	0	0	0	0	0
Assistant Librarian	1	1	0	0	1	0	0	0	0	0	0	0	0
Associate Counselor	1	0	1	0	1	0	0	0	0	0	0	0	0
Associate Librarian	5	1	4	1	4	1	0	0	0	0	0	0	0
Counselor	2	1	1	0	1	0	1	0	0	0	0	0	0
CSU Administrative Assistant	5	0	5	0	5	0	0	0	0	0	0	0	0
Diversity Associate	1	0	1	0	1	0	0	0	0	0	0	0	0
Drafter 1	2	1	1	1	1	1	0	0	0	0	1	0	0
Executive Assistant to the President	1	0	1	0	1	0	0	0	0	0	0	0	0
Human Resources Assistant	2	0	2	0	2	0	0	0	0	0	0	0	0
Human Resources Associate	3	0	3	0	3	0	0	0	0	0	0	0	0
Lead Diversity Associate	1	0	1	0	1	0	0	0	0	0	0	0	0
Librarian	5	0	5	0	5	0	0	0	0	0	0	0	0
Payroll Officer 2	1	0	1	0	1	0	0	0	0	0	0	0	0
Special Project Administrator	1	0	1	0	1	0	0	0	0	0	0	0	0
University Archivist	1	0	1	0	1	0	0	0	0	0	0	0	0
Video Engineering Specialist	1	1	0	0	1	0	0	0	0	0	0	0	0
Miscellaneous Sub-Total	38	5	33	4	22	4	22	1	5	0	6	0	0
Administrator I & Misc. TOTAL	38	5	33	4	22	4	22	1	5	0	6	0	0
	100.0%	13.2%	86.8%	10.5%	57.9%	10.5%	57.9%	2.6%	13.2%	0.0%	15.8%	0.0%	0.0%

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

DATE: July 31, 2020

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIAHHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator II		1	1	1	1	0	0	0	0	0	0
Administrative Coordinator	2	0	2	0	2	0	0	0	0	0	0
Administrative Support Coordinator	1	0	1	0	1	0	0	0	0	0	0
Asst in Fiscal Affairs	4	1	3	3	0	0	0	1	0	0	0
Asst in Payroll/Accts Payable	1	0	1	0	0	0	0	0	0	0	1
Asst to Director/Area Coordinator	2	1	1	1	1	0	0	0	0	0	0
Asst to Director/Residence Hall Director	5	4	1	2	0	2	1	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Billing Administrator	1	0	1	0	1	0	0	0	0	0	0
Degree Auditor	2	1	1	1	0	0	1	0	0	0	0
Desktop Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Envir. Health & Safety Assist.	1	0	1	0	1	0	0	0	0	0	0
Media Technician	0	0	0	0	0	0	0	0	0	0	0
Program Assistant	1	0	1	0	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	4	2	2	2	0	0	1	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	1	0	1	0	0	0	0	0	0	0
Veteran Retention Assistant	1	0	1	0	0	0	0	0	0	1	0
TOTALS	31	14	17	11	11	2	2	1	2	0	1
	100.0%	45.2%	54.8%	35.5%	35.5%	6.5%	6.5%	3.2%	6.5%	0.0%	3.2%

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

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	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	1
Academic Support Specialist	1	1	0	1	0	0	0	0	0	0	0
Access & Security Coordinator	3	1	2	0	2	1	0	0	0	0	0
Accounting and Budget Assistant	1	0	1	0	1	0	0	0	0	0	0
Admin Support Specialist	6	1	5	1	3	0	2	0	0	0	0
Advising & Career Expl. Specialist	6	0	6	0	5	0	0	0	0	1	0
Advising & Student Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Assistant Bursar	6	3	3	2	2	0	1	1	0	0	0
Assistant Director of Admissions	1	0	1	0	1	0	0	0	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	2	1	1	0	1	0	0	1	0	0	0
Assistant Director of Financial Aid	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Activities	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 Property Control Coordinator	3	0	3	0	2	0	1	0	0	0	0
Assistant Registrar	1	0	1	0	1	0	0	0	0	0	0
Budget Assistant	1	0	1	0	1	0	0	0	0	0	0
Business Development Coordinator	1	0	1	0	1	0	0	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	0	1	0	1	0	0	0	0	0	0
Customer Support Center Lead	1	0	1	0	1	0	0	0	0	0	0
Customer Support Center Technician	1	1	0	1	0	0	0	0	0	0	0
Desktop Support Technician	1	1	0	1	0	0	0	0	0	0	0
Digital Media Production Coordinator	1	1	0	1	0	0	0	0	0	0	0
Environmental Health & Safety Coordinator	1	1	0	1	0	0	0	0	0	0	0
Financial Aid Specialist	1	0	1	0	1	0	0	0	0	0	0
Grants Specialist	1	0	1	0	1	0	0	0	0	0	0
Instructional Coordinator	1	0	1	0	1	0	0	0	0	0	0
Property & Inventory Control Coord.	1	0	1	0	1	0	0	0	0	0	0
Recreation Specialist	1	1	0	1	0	0	0	0	0	0	0
Science Technical Specialist	2	0	2	0	2	0	0	0	0	0	0
Sexual Assault and Violence Prevention Specialist	1	0	1	0	1	0	0	0	0	0	0
Site Specialist	1	1	0	1	0	0	0	0	1	0	0
Team Advisor	2	0	2	0	1	0	0	0	0	1	0
Technical Support Lead	2	2	0	1	0	1	0	0	0	0	0
Theatre Support Specialist	1	0	1	0	1	0	0	0	0	0	0
TOTALS	59	16	43	10	34	2	6	3	6	2	1
	100.0%	27.1%	72.9%	16.9%	57.6%	3.4%	10.2%	5.1%	3.4%	1.7%	1.7%

EE03 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AA/IAN/PI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator IV	1	0	1	0	1	0	0	0	0	0	0
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
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	1	0	1	0	1	0	0	0	0	0	0
Associate Bursar	1	0	1	0	1	0	0	0	0	0	0
Associate Director, Career Success Ctr & Explore Central Adv Off	1	1	0	0	0	1	0	0	0	0	0
Associate Director, CIE/Int'l Student and Scholar Services	1	0	1	0	0	0	1	0	0	0	0
Associate Director, Graduate Programs	1	1	0	1	0	0	0	0	0	0	0
Associate Director, Medical	1	0	1	0	0	0	0	0	0	0	0
Associate Director, Pre-Collegiate & Access Services	1	1	0	0	0	0	0	1	0	0	0
Associate Director, Residence Life	1	1	0	1	0	0	0	0	0	0	0
Associate Director, Recruit & Admissions	2	1	1	1	0	0	0	0	0	0	0
Associate Director, Student Activities Leadership Dev.	1	0	1	0	1	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	0	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	1	0	1	0	1	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 Migr Internet Services	1	1	0	1	0	0	0	0	0	0	0
Capital Budget Administrator	1	0	1	0	1	0	0	0	0	0	0
Contract Compliance Specialist	1	0	1	0	1	0	0	0	0	0	0
Coord, Clin Placement and Lab Learning	1	0	1	0	1	0	0	0	0	0	0
Coord, Community Engagement	1	0	1	0	1	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	1	0	0	0	0	0	0	0
Coord, Wellness Education	1	1	0	1	0	0	0	0	0	0	0
Coord, Women's Center	1	0	1	0	1	0	0	0	0	0	0
Coord, Student Fin Ltrcy & Advising	1	1	0	1	0	0	0	0	0	0	0
Desktop Engineer	1	1	0	1	0	0	0	0	0	0	0
Grants Administration Manager	1	0	1	0	1	0	0	0	0	0	0
Institutional Research Specialist	2	0	2	0	2	0	0	0	0	0	0
Institutional Review Board Administrator	1	0	1	0	1	0	0	0	0	0	0
Inst Design & Tech Research Center Supervisor	1	0	1	0	1	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	1	0	1	0	0	0	0	0	0	0
Media Technology Manager	1	1	0	1	0	0	0	0	0	0	0
Networking & Telecomm Administrator	1	0	1	0	1	0	0	0	0	0	0
News Writer/Editor (Alum Rel)	1	0	1	0	1	0	0	0	0	0	0
Operations Coordinator	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist	4	2	2	2	0	0	0	0	0	0	0
Project Manager	2	1	1	1	0	0	0	0	0	0	0
Server Administrator	3	3	0	3	0	0	0	0	0	0	0
Systems Administrator	1	0	1	0	1	0	0	0	0	0	0
Technical Support Specialist	2	2	0	2	0	0	0	0	0	0	0
Trio Grant Coordinator	1	1	0	1	0	0	0	0	0	0	0
Veterans Affairs Coordinator	1	1	0	1	0	0	0	0	0	0	0
TOTALS	56	24	34	17	25	1	2	5	5	1	2
100.0%		41.4%	58.6%	29.3%	43.1%	1.7%	3.4%	8.6%	8.6%	1.7%	3.4%

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

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator V	1	1	0	0	0	1	0	0	0	0	0	0	0
Assoc Dir of Accounting	1	0	1	1	0	0	1	0	0	0	0	0	0
Assoc Dir of Athletics Administration	1	1	0	0	0	1	0	0	0	0	0	0	0
Assoc Dir of Athletics External Services	2	1	1	1	1	1	1	0	0	0	0	0	0
Assoc Dir of Business Services	1	1	0	0	0	1	0	0	0	0	0	0	0
Assoc Dir of Counseling	1	0	1	1	0	0	1	0	0	0	0	0	0
Assoc Dir of Education and Professional Studies	1	0	1	1	0	0	1	0	0	0	0	0	0
Assoc Dir of Engineering & Science Technology	1	0	1	1	0	0	1	0	0	0	0	0	0
Assoc Dir of Fac Sup Svcs	1	1	0	0	0	1	0	0	0	0	0	0	0
Assoc Dir of Sports Performance	1	0	1	1	0	0	1	0	0	0	0	0	0
Budget Director	1	0	1	1	0	0	1	0	0	0	0	0	0
Bursar	1	0	1	1	0	0	1	0	0	0	0	0	0
Campus Architect	1	1	0	0	0	1	0	0	0	0	0	0	0
Coord., Capital Proj & Fac Plan	1	0	1	1	0	0	1	0	0	0	0	0	0
Customer Support Ctr Manager	1	0	1	1	0	0	1	0	0	0	0	0	0
Desktop Engineer Manager	1	1	0	0	0	1	0	0	0	0	0	0	0
Director of Acad Ctr Student Athletes	1	1	0	0	0	1	0	0	0	0	0	0	0
Director of Advancement Services	1	1	0	0	0	1	0	0	0	0	0	0	0
Director of Alumni Affairs	1	0	1	1	0	0	1	0	0	0	0	0	0
Director of Auxiliary Services (IT)	1	1	0	0	0	1	0	0	0	0	0	0	0
Director of Continuing Education	1	0	1	1	0	0	1	0	0	0	0	0	0
Director of Environmental Health and Safety	1	0	1	1	0	0	1	0	0	0	0	0	0
Director of Inst Municipal & Regional Pol	1	1	0	0	0	1	0	0	0	0	0	0	0
Director of New Student Programs	1	0	1	1	0	0	1	0	0	0	0	0	0
Director of Pre-Collegiate/Access Svcs	1	0	1	1	0	0	1	0	0	0	0	0	0
Director of Student Disability Services	1	0	1	1	0	0	1	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	0	0	1	0	0	0	0	0	0	0
Manager of Confucius Institute	1	0	1	1	0	0	1	0	0	0	0	0	0
Manager of Contract Cmpl & Procurement Svcs	1	1	0	0	0	1	0	0	0	0	0	0	0
Manager of Support Services	1	1	0	0	0	1	0	0	0	0	0	0	0
Manager of University Internet Services	1	1	0	0	0	1	0	0	0	0	0	0	0
Network Security Manager	1	1	0	0	0	1	0	0	0	0	0	0	0
Project Manager, IT Administrative Tech.	1	1	0	0	0	1	0	0	0	0	0	0	0
Senior Systems Administrator	1	1	0	0	0	0	1	0	0	0	0	0	0
Student Tech. Resources Manager	1	0	1	1	0	0	1	0	0	0	0	0	0
TOTALS	35	19	16	18	13	18	13	0	0	1	2	0	1
	100.0%	54.3%	45.7%	51.4%	37.1%	0.0%	0.0%	0.0%	0.0%	2.9%	5.7%	0.0%	2.9%

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

DATE: July 31, 2020

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIAHNHPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator VI	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Accounting Administrative	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Admin Technical Svcs	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Client Services	1	0	1	0	1	0	0	0	0	0	0	0	0
Director of Comm Advancement	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of Engineering Services	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Exp Ctrl, Career Success Center	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Financial Aid	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of Grants & Funded Research	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Institutional Advancement	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of IT Strategic Initiatives & Special Projects	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of IT Technical Services	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Learning Center	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of Op. Logistics & Event Mgt	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Residence Life	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of Student Activities & Leadership Dev	1	1	0	0	0	0	0	0	0	0	0	0	0
Director of Student Center	1	0	1	0	0	0	0	0	0	0	0	0	0
Director of Student Conduct	1	0	1	0	0	0	0	0	0	0	0	0	0
Registrar	1	1	0	0	0	0	0	0	0	0	0	0	0
Senior Associate Athletics Director	1	1	0	0	0	0	0	0	0	0	0	0	0
TOTALS	19	11	8	52.6%	31.6%	5.3%	0.0%	0.0%	0.0%	10.5%	0.0%	0.0%	0.0%

Form #38A

FULL-TIME WORKFORCE

SUMMARY: Hartford LMA

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNPJ*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	0	0	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	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	0	0
Clerical/Secretarial	78	8	70	4	47	2	14	1	7	1	1	1	2
Technical/ParaProfessional	15	6	9	4	6	0	2	2	0	0	0	0	1
Skilled Crafts	10	9	1	9	1	0	0	0	0	0	0	0	0
Service/Maintenance	79	64	15	44	9	6	0	14	6	0	0	0	0
Protective Services	19	16	3	8	2	2	1	6	0	0	0	0	0
TOTALS	201	103	98	69	65	10	17	23	13	1	1	3	3
	100.0%	51.2%	48.8%	34.3%	32.3%	5.0%	8.5%	11.4%	6.5%	0.5%	0.5%	1.5%	1.5%

EEO4 - SECRETARIAL/CLERICAL
 Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrative Assistant	17	1	16	11	4	0	0	0	0	0	0	0	0
Cash Accounting Clerk	2	1	1	0	1	1	0	0	0	0	0	0	0
Clerk Typist	1	0	1	0	1	0	0	0	0	0	0	0	0
Head Clerk	1	0	1	0	1	0	0	0	0	0	0	0	0
Office Assistant	8	1	7	4	2	0	0	0	0	0	0	0	1
Payroll Clerk	2	1	1	1	0	0	0	0	0	0	0	0	0
Processing Technician	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	4	0	4	2	1	0	0	0	0	0	0	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	0	0	0	0	0	0
Sub-Total*	42	7	35	22	10	2	2	10	2	1	2	1	1
Secretary 2	36	1	35	25	4	0	0	4	0	0	5	0	1
TOTALS	78	8	70	47	14	2	2	14	2	1	7	1	2
	100.0%	10.3%	89.7%	60.3%	17.9%	2.6%	2.6%	17.9%	2.6%	1.3%	9.0%	1.3%	2.6%

*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 =
 42 7 35 22 10 2 1 1 1 1 2 1 1
 100.0% 16.7% 83.3% 52.4% 23.8% 4.8% 2.4% 4.8% 23.8% 2.4% 4.8% 2.4% 2.4%

EE05 - TECHNICAL PARAPROFESSIONAL
 Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Assistant Accountant	1	0	1	0	0	0	1	0	0	0	0	0	0
Fiscal Administrative Assistant	3	0	3	0	1	0	1	0	0	0	0	0	1
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0	0	0
Library Technician	6	2	4	1	4	0	0	1	0	0	0	0	0
Library Technical Assistant	1	1	0	1	0	0	0	0	0	0	0	0	0
Planetarium Technician	1	0	1	0	1	0	0	0	0	0	0	0	0
Univ Research Tech 2	2	2	0	1	0	0	0	1	0	0	0	0	0
TOTALS	15	6	9	4	6	0	2	2	0	2	0	0	1
	100.0%	40.0%	60.0%	26.7%	40.0%	0.0%	13.3%	13.3%	0.0%	0.0%	0.0%	0.0%	6.7%

EE07 - SERVICE/MAINTENANCE
 All Categories
 Labor Market Area: Hartford County

WORKFORCE ANALYSIS
 DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHNP1*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Building Maintenance Supv	1	1	0	0	0	1	0	0	0	0	0	0	0
Building Superintendent 1	1	1	0	0	0	1	0	0	0	0	0	0	0
Duplicating Technician 2	1	1	0	0	0	1	0	0	0	0	0	0	0
General Trades Worker	6	6	0	0	0	4	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	0	0	1	0	0	0	0	0	0	0
Lead Custodian	4	2	2	2	1	2	0	0	0	0	1	0	0
Lead Power Plant Op. Energy Ctr.	2	2	0	0	0	2	0	0	0	0	0	0	0
Mail Handler	2	2	0	0	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	1	0	1	0	0	0	1	0	0	0	0	0	0
Maintainer	2	2	0	0	0	0	2	0	0	0	0	0	0
Maint Supv 1 (Elect)	1	1	0	0	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Gen)	1	1	0	0	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Lock)	1	1	0	0	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Plmn&Strmfr)	1	1	0	0	0	1	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	8	8	0	0	0	8	0	0	0	0	0	0	0
Skilled Maintainer	3	3	0	0	0	2	0	0	0	1	0	0	0
Storekeeper	5	5	0	0	0	5	0	0	0	0	0	0	0
Storekeeper Assistant	3	3	0	0	0	2	0	0	0	1	0	0	0
Sub Total	44	41	3	3	35	2	3	2	3	3	1	1	0
TOTALS	100.0%	81.0%	19.0%	55.7%	11.4%	7.6%	0.0%	17.7%	7.6%	0.0%	7.6%	0.0%	0.0%

Custodians	35	23	12	9	7	3	0	11	5	0	0	0	0
TOTALS	100.0%	81.0%	19.0%	55.7%	11.4%	7.6%	0.0%	17.7%	7.6%	0.0%	7.6%	0.0%	0.0%

Note: EEO7 minus Custodians =
 44 41 3 35 2 3 0 0 3 1 0 0
 100.0% 93.2% 6.8% 79.5% 4.5% 6.8% 0.0% 2.3% 0.0% 0.0%

EE07 - PROTECTIVE SERVICE
 Labor Market Area: Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNP*	
		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	10	7	3	2	2	0	1	5	0	0	0
Police Sergeant	5	5	0	2	0	2	0	1	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	19	16	3	8	2	2	2	6	0	0	0
	100.0%	84.2%	15.8%	42.1%	10.5%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%

PART-TIME

Labor Market Area: Local and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2020

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIANHPI*		UNKNOWN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE															
SU Interim VP/Diversity/ EEO Officer	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
FACULTY															
Lecturer	365	184	181	149	137	5	13	9	8	9	6	13	16		
Lecturer Non Teaching	17	8	9	7	7	0	0	0	0	0	1	1	1		
Graduate Assistant	49	15	34	9	21	2	4	2	4	1	4	1	1		
SU Assistant Prof. Special Appts	20	15	5	7	0	1	1	1	2	5	2	1	0		
SU Associate Prof. Special Appts	37	33	4	25	0	1	1	1	1	6	2	0	1		
TOTAL	488	255	233	197	165	9	18	13	20	15	16	15	19		
COACHING/ATHLETICS															
PT Coaches	11	9	2	8	2	1	0	0	0	0	0	0	0	0	
TOTAL	11	9	2	8	2	1	0	0	0	0	0	0	0	0	
PROFESSIONAL/NON-FACULTY															
Administrative Assistant	1	0	1	0	0	0	1	0	0	0	0	0	0	0	
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	
Cooperative Education Intern	6	5	1	3	0	0	0	1	0	1	0	1	0	0	
Counselor PT	1	0	1	0	1	0	0	0	0	0	0	0	0	0	
Graduate Intern	21	6	15	3	9	0	1	2	2	0	0	1	3		
SU Assistant	94	37	57	27	40	3	4	4	9	2	4	1	0		
SU Librarian	5	1	4	1	3	0	0	0	0	0	0	0	1		
SU Retiree	12	6	6	5	4	0	1	1	1	1	0	0	0	0	
TOTAL	141	55	86	39	59	3	7	8	12	3	4	2	4		
CLERICAL/SECRETARIAL															
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0	0	
Secretary 1	2	0	2	0	2	0	0	0	0	0	0	0	0	0	
Secretary 2	2	0	2	0	1	0	0	1	0	0	0	0	0	0	
University Helper	1	0	1	0	1	0	0	0	0	0	0	0	0	0	
TOTAL	6	0	6	0	5	0	0	1	0	0	0	0	0	0	
STUDENT WORKER POSITIONS															
	1179	548	631	301	324	126	141	87	118	25	33	9	15		
GRAND TOTAL	1826	867	959	545	555	139	166	108	147	48	52	27	39		
	100.0%	47.5%	52.5%	29.8%	30.4%	7.6%	9.1%	5.9%	8.1%	2.6%	2.8%	1.5%	2.1%		

FT Employee Age Report as of 7/31/2019 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	0	3	4	6	7	7	3	2	32
FACULTY	0	0	1	14	45	52	65	62	78	61	46	24	448
PROFESSIONAL/NON-FACULTY	0	1	12	26	21	35	30	49	38	18	8	2	240
CLERICAL/SECRETARIAL	0	2	1	5	0	6	11	13	19	16	2	3	78
TECHNICAL/PARAPROFESSIONAL	0	0	0	0	0	0	3	2	1	6	3	0	15
SKILLED CRAFTS	0	0	0	0	1	0	1	3	2	2	1	0	10
SERVICE/MAINTENANCE	0	1	3	4	6	5	12	14	15	13	5	1	79
PROTECTIVE SERVICES	0	0	2	1	0	2	2	6	5	1	0	0	19
TOTALS	0	4	19	50	73	103	128	155	165	124	68	32	921
	0.0%	0.4%	2.1%	5.4%	7.9%	11.2%	13.9%	16.8%	17.9%	13.5%	7.4%	3.5%	100.0%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2019-2020

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