

## 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 Analyses, 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 Analyses

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.

#### 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**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: All Titles**

**LABOR MARKET AREA: Statewide/National**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 36          | 20       | 16       | 14       | 14       | 5        | 0        | 1        | 2        | 0          | 0        |
| Workforce Number Prior Filing   | 36          | 22       | 14       | 16       | 12       | 5        | 0        | 1        | 2        | 0          | 0        |
| Net Change(+or-)                | 0           | -2       | 2        | -2       | 2        | 0        | 0        | 0        | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 1           | 0        | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 1           | 0        | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>2</b>    | <b>0</b> | <b>2</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| FULL TIME TO PART TIME          | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RESIGNATIONS                    | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RETIREMENTS                     | 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        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>2</b>    | <b>2</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

NOTES:

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 2 - Faculty**

**DATE:**

7/31/2016

**POSITION OR POSITION CLASSIFICATION: Professor**

**LABOR MARKET AREA: Statewide/National**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 194         | 122      | 72       | 91       | 56       | 8        | 5        | 11       | 3        | 12         | 8        |
| Workforce Number Prior Filing   | 191         | 121      | 70       | 90       | 55       | 8        | 5        | 10       | 3        | 13         | 7        |
| Net Change(+or-)                | 3           | 1        | 2        | 1        | 1        | 0        | 0        | 1        | 0        | -1         | 1        |
| HIRES (incl. Pt to Ft)          | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 11          | 6        | 5        | 5        | 4        | 0        | 0        | 1        | 0        | 0          | 1        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>11</b>   | <b>6</b> | <b>5</b> | <b>5</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b>   | <b>1</b> |
| TERMINATION                     | 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        |
| PROMOTION OUT                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RESIGNATIONS                    | 1           | 1        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 1          | 0        |
| RETIREMENTS                     | 7           | 4        | 3        | 4        | 3        | 0        | 0        | 0        | 0        | 0          | 0        |
| DEATHS                          | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>8</b>    | <b>5</b> | <b>3</b> | <b>4</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

**NOTES:**



**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 2 - Faculty**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: Associate Professor**

**LABOR MARKET AREA: Statewide/National**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 131         | 76       | 55       | 58       | 47       | 3        | 2        | 2        | 2        | 13         | 4        |
| Workforce Number Prior Filing   | 136         | 80       | 56       | 60       | 48       | 3        | 2        | 3        | 2        | 14         | 4        |
| Net Change(+or-)                | -5          | -4       | -1       | -2       | -1       | 0        | 0        | -1       | 0        | -1         | 0        |
| HIRES (incl. Pt to Ft)          | 6           | 1        | 5        | 1        | 5        | 0        | 0        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 5           | 3        | 2        | 2        | 1        | 1        | 0        | 0        | 0        | 0          | 1        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>11</b>   | <b>4</b> | <b>7</b> | <b>3</b> | <b>6</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>1</b> |
| CONTRACT ENDED                  | 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        |
| PROMOTION OUT                   | 11          | 6        | 5        | 5        | 4        | 0        | 0        | 1        | 0        | 0          | 1        |
| RESIGNATIONS                    | 3           | 2        | 1        | 0        | 1        | 1        | 0        | 0        | 0        | 1          | 0        |
| RETIREMENTS                     | 2           | 0        | 2        | 0        | 2        | 0        | 0        | 0        | 0        | 0          | 0        |
| COACHING STAFF CONSOLIDATION    | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TERMINATIONS                    | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>16</b>   | <b>8</b> | <b>8</b> | <b>5</b> | <b>7</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b>   | <b>1</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

**NOTES:**

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 2 - Faculty**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)**

**LABOR MARKET AREA: Statewide/National**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |           | WHITE    |           | BLACK    |          | HISPANIC |          | AAIANHNP* |          |
|---------------------------------|-------------|----------|-----------|----------|-----------|----------|----------|----------|----------|-----------|----------|
|                                 |             | MALE     | FEMALE    | MALE     | FEMALE    | MALE     | FEMALE   | MALE     | FEMALE   | MALE      | FEMALE   |
| Workforce Number Current Filing | 102         | 50       | 52        | 36       | 36        | 3        | 6        | 1        | 5        | 10        | 5        |
| Workforce Number Prior Filing   | 92          | 49       | 43        | 34       | 27        | 4        | 6        | 1        | 5        | 10        | 5        |
| Net Change(+or-)                | 10          | 1        | 9         | 2        | 9         | -1       | 0        | 0        | 0        | 0         | 0        |
| HIRES (incl. Pt to Ft)          | 20          | 7        | 13        | 7        | 10        | 0        | 1        | 0        | 0        | 0         | 2        |
| PROMO INTO CATEGORY / CLASS     | 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        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
|                                 | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
| <b>TOTAL INCREASES</b>          | <b>20</b>   | <b>7</b> | <b>13</b> | <b>7</b> | <b>10</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>  | <b>2</b> |
| TERMINATION/NON-RENEWAL         | 1           | 0        | 1         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 1        |
| FULL TIME TO PART TIME          | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
| PROMOTION OUT                   | 5           | 3        | 2         | 2        | 1         | 1        | 0        | 0        | 0        | 0         | 1        |
| RESIGNATIONS                    | 4           | 3        | 1         | 3        | 0         | 0        | 1        | 0        | 0        | 0         | 0        |
| RETIREMENTS                     | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
|                                 | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
|                                 | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
|                                 | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0         | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>10</b>   | <b>6</b> | <b>4</b>  | <b>5</b> | <b>1</b>  | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>  | <b>2</b> |
| PROMOS WITHIN                   | 1           | 0        | 1         | 0        | 1         | 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: 7/31/2016**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 35          | 25       | 10       | 19       | 10       | 6        | 0        | 0        | 0        | 0          | 0        |
| Workforce Number Prior Filing   | 31          | 22       | 9        | 19       | 8        | 3        | 1        | 0        | 0        | 0          | 0        |
| Net Change(+or-)                | 4           | 3        | 1        | 0        | 2        | 3        | -1       | 0        | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 8           | 6        | 2        | 3        | 2        | 3        | 0        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>8</b>    | <b>6</b> | <b>2</b> | <b>3</b> | <b>2</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED/TERMINATIONS     | 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        |
| PROMOTION OUT                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RESIGNATIONS                    | 3           | 2        | 1        | 2        | 0        | 0        | 1        | 0        | 0        | 0          | 0        |
| RETIREMENTS                     | 1           | 1        | 0        | 1        | 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        |
| <b>TOTAL REDUCTIONS</b>         | <b>4</b>    | <b>3</b> | <b>1</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 3 - Professional Non-Faculty**

**DATE: 7/31/2016**

**POSITION OR POSITION CLASSIFICATION: All Titles**

**LABOR MARKET AREA: Statewide/National**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |           | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|-----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE    | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 223         | 94       | 129       | 75       | 99       | 8        | 12       | 9        | 14       | 2          | 4        |
| Workforce Number Prior Filing   | 227         | 94       | 133       | 74       | 101      | 9        | 13       | 9        | 15       | 2          | 4        |
| Net Change(+or-)                | -4          | 0        | -4        | 1        | -2       | -1       | -1       | 0        | -1       | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 15          | 8        | 7         | 6        | 7        | 0        | 0        | 2        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 0           | 0        | 0         | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>15</b>   | <b>8</b> | <b>7</b>  | <b>6</b> | <b>7</b> | <b>0</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 0           | 0        | 0         | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| FULL TIME TO PART TIME          | 1           | 0        | 1         | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| RESIGNATIONS                    | 4           | 3        | 1         | 0        | 1        | 1        | 0        | 2        | 0        | 0          | 0        |
| RETIREMENTS                     | 8           | 3        | 5         | 3        | 4        | 0        | 0        | 0        | 1        | 0          | 0        |
| TRANSFER OUT of AGENCY          | 0           | 0        | 0         | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TERMINATION                     | 5           | 2        | 3         | 2        | 2        | 0        | 1        | 0        | 0        | 0          | 0        |
| PROMOTION                       | 1           | 0        | 1         | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| DEATH                           | 0           | 0        | 0         | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>19</b>   | <b>8</b> | <b>11</b> | <b>5</b> | <b>9</b> | <b>1</b> | <b>1</b> | <b>2</b> | <b>1</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 8           | 2        | 6         | 2        | 6        |          |          |          |          |            |          |
|                                 |             |          |           |          |          |          |          |          |          |            |          |

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 4 - Clerical**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: All Titles except Sec 2**

**LABOR MARKET AREA: Hartford County**

| EMPLOYMENT PROCESS ANALYSIS              | GRAND TOTAL | TOTAL    |           | WHITE    |           | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|--|-------------|----------|-----------|----------|-----------|----------|----------|----------|----------|------------|----------|
|  |             | MALE     | FEMALE    | MALE     | FEMALE    | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing          | 55          | 9        | 46        | 2        | 30        | 3        | 11       | 3        | 5        | 1          | 0        |
| Workforce Number Prior Filing            | 34          | 8        | 26        | 1        | 16        | 3        | 5        | 3        | 5        | 1          | 0        |
| Net Change(+or-)                         | 21          | 1        | 20        | 1        | 14        | 0        | 6        | 0        | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)                   | 5           | 0        | 5         | 0        | 2         | 0        | 3        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS              | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                            | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0          | 0        |
| CONSOLIDATION (Admin Asst to All Titles) | 18          | 1        | 17        | 1        | 13        | 0        | 3        | 0        | 1        | 0          | 0        |
|  | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL INCREASES</b>                   | <b>23</b>   | <b>1</b> | <b>22</b> | <b>1</b> | <b>15</b> | <b>0</b> | <b>6</b> | <b>0</b> | <b>1</b> | <b>0</b>   | <b>0</b> |
| RESIGNATIONS                             | 0           | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | 0          | 0        |
| PROMOTION OUT                            | 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        |
| RETIREMENTS                              | 2           | 0        | 2         | 0        | 1         | 0        | 0        | 0        | 1        | 0          | 0        |
| ADJUSTMENT - Coding Corrections          | 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        |
| <b>TOTAL REDUCTIONS</b>                  | <b>2</b>    | <b>0</b> | <b>2</b>  | <b>0</b> | <b>1</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                            | 1           | 0        | 1         | 0        | 0         | 0        | 1        | 0        | 0        | 0          | 0        |
|  |             |          |           |          |           |          |          |          |          |            |          |

NOTES: Administrative Assistant title consolidated into all titles category due to decreasing workforce (only 18 employees). This was okayed through conversation with Neva Vigezzi.

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 4 - Clerical**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: Administrative Assistant**

**LABOR MARKET AREA: Hartford County**

| EMPLOYMENT PROCESS ANALYSIS          | GRAND TOTAL | TOTAL     |            | WHITE     |            | BLACK    |           | HISPANIC |           | AAIANHNPI* |          |
|--------------------------------------|-------------|-----------|------------|-----------|------------|----------|-----------|----------|-----------|------------|----------|
|                                      |             | MALE      | FEMALE     | MALE      | FEMALE     | MALE     | FEMALE    | MALE     | FEMALE    | MALE       | FEMALE   |
| Workforce Number Current Filing      | 0           | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          | 0        |
| <b>Workforce Number Prior Filing</b> | <b>22</b>   | <b>1</b>  | <b>21</b>  | <b>1</b>  | <b>17</b>  | <b>0</b> | <b>2</b>  | <b>0</b> | <b>2</b>  | <b>0</b>   | <b>0</b> |
| Net Change(+or-)                     | <b>-22</b>  | <b>-1</b> | <b>-21</b> | <b>-1</b> | <b>-17</b> | <b>0</b> | <b>-2</b> | <b>0</b> | <b>-2</b> | <b>0</b>   | <b>0</b> |
| HIRES (incl. Pt to Ft)               | 1           | 0         | 1          | 0         | 0          | 0        | 1         | 0        | 0         | 0          | 0        |
| PROMO INTO CATEGORY / CLASS          | 1           | 0         | 1          | 0         | 1          | 0        | 0         | 0        | 0         | 0          | 0        |
| TRANSFER INTO                        | 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        |
| <b>TOTAL INCREASES</b>               | <b>2</b>    | <b>0</b>  | <b>2</b>   | <b>0</b>  | <b>1</b>   | <b>0</b> | <b>1</b>  | <b>0</b> | <b>0</b>  | <b>0</b>   | <b>0</b> |
| RESIGNATIONS                         | 2           | 0         | 2          | 0         | 1          | 0        | 0         | 0        | 1         | 0          | 0        |
| RETIREMENTS                          | 4           | 0         | 4          | 0         | 4          | 0        | 0         | 0        | 0         | 0          | 0        |
| PROMOTION OUT                        | 0           | 0         | 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        |
| ADJUSTMENT - Coding Corrections      | 0           | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          | 0        |
| CONSOLIDATION (All Titles)           | <b>18</b>   | <b>1</b>  | <b>17</b>  | <b>1</b>  | <b>13</b>  | <b>0</b> | <b>3</b>  | <b>0</b> | <b>1</b>  | <b>0</b>   | <b>0</b> |
|                                      | 0           | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          | 0        |
|                                      | 0           | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>              | <b>24</b>   | <b>1</b>  | <b>23</b>  | <b>1</b>  | <b>18</b>  | <b>0</b> | <b>3</b>  | <b>0</b> | <b>2</b>  | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                        | 0           | 0         | 0          | 0         | 0          | 0        | 0         | 0        | 0         | 0          | 0        |
|                                      |             |           |            |           |            |          |           |          |           |            |          |

NOTES: Administrative Assistant title consolidated into all titles category due to decreasing workforce (only 18 employees). This was okayed through conversation with Neva Vigezzi.

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2016

POSITION OR POSITION CLASSIFICATION: Secretary 2

LABOR MARKET AREA: Hartford County

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 42          | 1        | 41       | 1        | 30       | 0        | 5        | 0        | 5        | 0          | 1        |
| Workforce Number Prior Filing   | 41          | 1        | 40       | 1        | 30       | 0        | 5        | 0        | 4        | 0          | 1        |
| Net Change(+or-)                | 1           | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 1        | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 7           | 0        | 7        | 0        | 4        | 0        | 1        | 0        | 2        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| ADJUSTMENT - Race Change        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL INCREASES</b>          | <b>7</b>    | <b>0</b> | <b>7</b> | <b>0</b> | <b>4</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>2</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 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        |
| RESIGNATIONS                    | 2           | 0        | 2        | 0        | 1        | 0        | 0        | 0        | 1        | 0          | 0        |
| RETIREMENTS                     | 3           | 0        | 3        | 0        | 2        | 0        | 1        | 0        | 0        | 0          | 0        |
| ADJUSTMENT - Race Change        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| PROMO OUT                       | 1           | 0        | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| VOLUNTARY DEMOTION              | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER OUT                    | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>6</b>    | <b>0</b> | <b>6</b> | <b>0</b> | <b>4</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 5 Technical/Paraprofesional**  
**POSITION OR POSITION CLASSIFICATION: All Titles**  
**LABOR MARKET AREA: Hartford County**

**DATE: 7/31/2016**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 17          | 7        | 10       | 4        | 5        | 0        | 2        | 3        | 1        | 0          | 2        |
| Workforce Number Prior Filing   | 18          | 7        | 11       | 4        | 6        | 0        | 2        | 3        | 1        | 0          | 2        |
| Net Change(+or-)                | -1          | 0        | -1       | 0        | -1       | 0        | 0        | 0        | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 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        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 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        |
| RESIGNATIONS                    | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RETIREMENTS                     | 1           | 0        | 1        | 0        | 1        | 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        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>1</b>    | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

**NOTES:**



**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

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

**DATE: 7/31/2016**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 12          | 11       | 1        | 11       | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| Workforce Number Prior Filing   | 13          | 12       | 1        | 12       | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
| Net Change(+or-)                | -1          | -1       | 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        |
| PROMO INTO CATEGORY / CLASS     | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 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        |
| RESIGNATIONS                    | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RETIREMENTS                     | 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        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>         | <b>1</b>    | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

**NOTES:**

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance**

**DATE:**

**7/31/2016**

**POSITION OR POSITION CLASSIFICATION: All Titles Except Custodians**

**LABOR MARKET AREA: Hartford County**

| EMPLOYMENT PROCESS ANALYSIS     | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                 |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing | 42          | 41       | 1        | 34       | 1        | 4        | 0        | 3        | 0        | 0          | 0        |
| Workforce Number Prior Filing   | 42          | 41       | 1        | 34       | 1        | 3        | 0        | 4        | 0        | 0          | 0        |
| Net Change(+or-)                | 0           | 0        | 0        | 0        | 0        | 1        | 0        | -1       | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)          | 4           | 4        | 0        | 3        | 0        | 1        | 0        | 0        | 0        | 0          | 0        |
| PROMO INTO CATEGORY / CLASS     | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| TRANSFER INTO                   | 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        |
| <b>TOTAL INCREASES</b>          | <b>5</b>    | <b>5</b> | <b>0</b> | <b>4</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| CONTRACT ENDED                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| FULL TIME TO PART TIME          | 4           | 4        | 0        | 3        | 0        | 0        | 0        | 1        | 0        | 0          | 0        |
| RESIGNATIONS                    | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RETIREMENTS                     | 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        |
| 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        |
| <b>TOTAL REDUCTIONS</b>         | <b>5</b>    | <b>5</b> | <b>0</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                   | 1           | 0        | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                 |             |          |          |          |          |          |          |          |          |            |          |

**NOTES:**

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY: EEO 7 Service Maintenance**  
**POSITION OR POSITION CLASSIFICATION: Custodian**  
**LABOR MARKET AREA: Hartford County**

**DATE: 7/31/2016**

| EMPLOYMENT PROCESS ANALYSIS        | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          |
|------------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
|                                    |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   |
| Workforce Number Current Filing    | 30          | 19       | 11       | 13       | 7        | 1        | 0        | 5        | 4        | 0          | 0        |
| Workforce Number Prior Filing      | 32          | 20       | 12       | 13       | 8        | 2        | 0        | 5        | 4        | 0          | 0        |
| Net Change(+or-)                   | -2          | -1       | -1       | 0        | -1       | -1       | 0        | 0        | 0        | 0          | 0        |
| HIRES (incl. Pt to Ft)             | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| DEMOTION IN LIEU OF LAYOFF         | 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        |
| TRANSFER INTO                      | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| ADJUSTMENT - Race Change           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL INCREASES</b>             | <b>1</b>    | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| TERMINATION (Inc. Contract Ending) | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RESIGNATIONS                       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| RETIREMENTS                        | 2           | 1        | 1        | 0        | 1        | 1        | 0        | 0        | 0        | 0          | 0        |
| PROMOTION OUT                      | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| PART TIME TO FULL TIME             | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| ADJUSTMENT - Race Change           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                    | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
| <b>TOTAL REDUCTIONS</b>            | <b>3</b>    | <b>2</b> | <b>1</b> | <b>1</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> |
| PROMOS WITHIN                      | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        |
|                                    |             |          |          |          |          |          |          |          |          |            |          |

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY  
EMPLOYMENT PROCESS ANALYSIS**

**OCCUPATIONAL CATEGORY:** Protective Services

**DATE:**

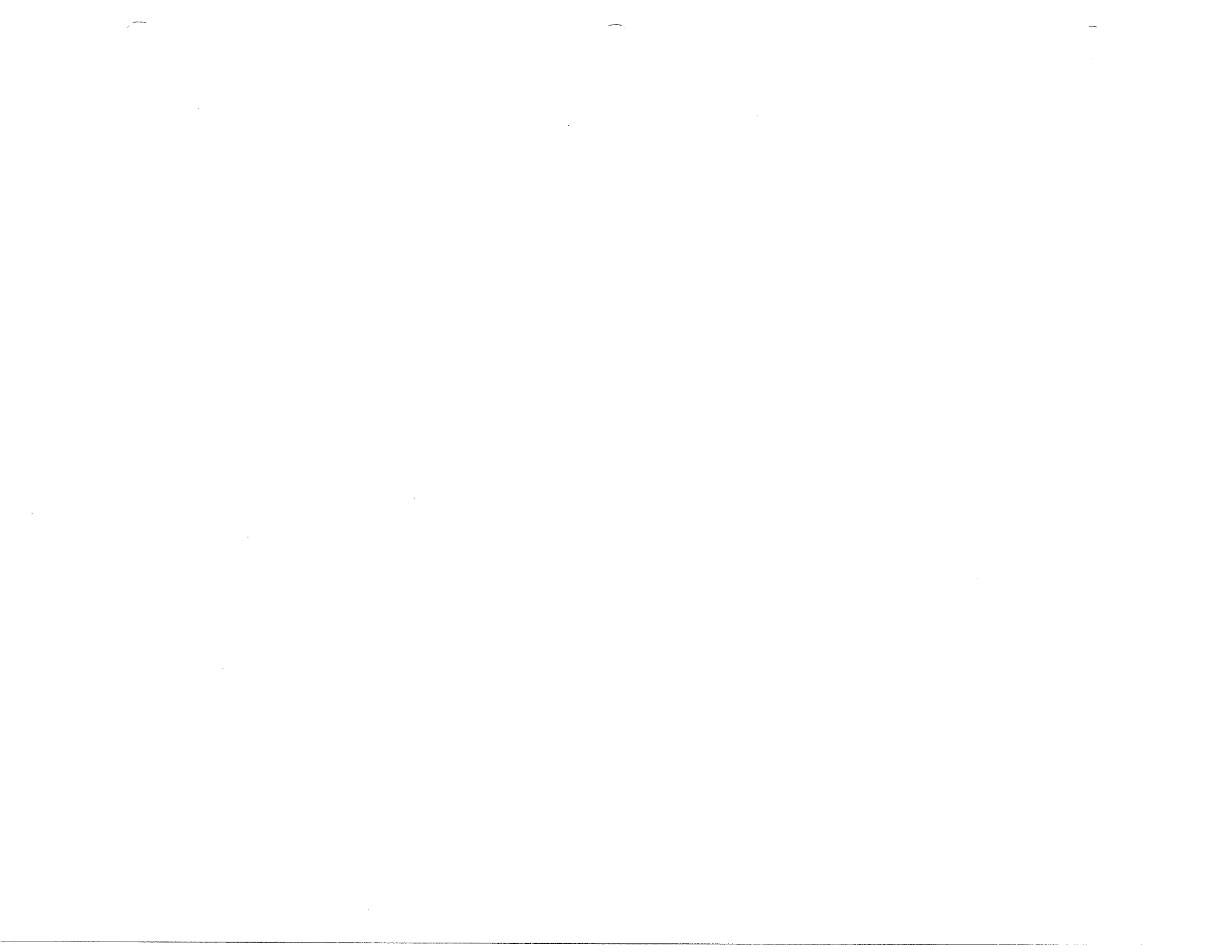
**7/31/2016**

**POSITION OR POSITION CLASSIFICATION:** Protective Services

**LABOR MARKET AREA:** Hartford County

| EMPLOYMENT PROCESS ANALYSIS          | GRAND TOTAL | TOTAL |        | WHITE |        | BLACK |        | HISPANIC |        | AAIANHNPI* |        |
|--------------------------------------|-------------|-------|--------|-------|--------|-------|--------|----------|--------|------------|--------|
|                                      |             | MALE  | FEMALE | MALE  | FEMALE | MALE  | FEMALE | MALE     | FEMALE | MALE       | FEMALE |
| Workforce Number Current Filing      | 20          | 18    | 2      | 9     | 1      | 4     | 1      | 5        | 0      | 0          | 0      |
| <b>Workforce Number Prior Filing</b> | 21          | 19    | 2      | 10    | 1      | 4     | 1      | 5        | 0      | 0          | 0      |
| Net Change(+or-)                     | -1          | -1    | 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      |
| PROMO INTO CATEGORY / CLASS          | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| TRANSFER INTO                        | 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      |
| <b>TOTAL INCREASES</b>               | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| CONTRACT ENDED                       | 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      |
| RESIGNATIONS                         | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| RETIREMENTS                          | 1           | 1     | 0      | 1     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| ADJUSTMENT - Coding Corrections      | 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     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
|                                      | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| <b>TOTAL REDUCTIONS</b>              | 1           | 1     | 0      | 1     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
| PROMOS WITHIN                        | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0          | 0      |
|                                      |             |       |        |       |        |       |        |          |        |            |        |

**NOTES:**



**CENTRAL CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL      |           | WHITE     |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | UNKOWN    |          |          |          |
|----------------------------|-------------|------------|-----------|-----------|----------|----------|----------|----------|----------|------------|----------|-----------|----------|----------|----------|
|                            |             | MALE       | FEMALE    | MALE      | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   | MALE      | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 1           | 0          | 1         | 0         | 1        | 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        | B        |
| Reemployment List          | 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        | D        |
| Transfer List              | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | E        |
| Other Applicants           | 119         | 103        | 12        | 64        | 8        | 7        | 1        | 5        | 1        | 15         | 1        | 12        | 1        | 4        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>120</b>  | <b>103</b> | <b>13</b> | <b>64</b> | <b>9</b> | <b>7</b> | <b>1</b> | <b>5</b> | <b>1</b> | <b>15</b>  | <b>1</b> | <b>12</b> | <b>1</b> | <b>4</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 81          | 69         | 8         | 40        | 4        | 5        | 1        | 4        | 1        | 9          | 1        | 11        | 1        | 4        | H        |
| TOTAL QUALIFIED APPLICANTS | 39          | 34         | 5         | 24        | 5        | 2        | 0        | 1        | 0        | 6          | 0        | 1         | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0         | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>20</b>   | <b>18</b>  | <b>2</b>  | <b>12</b> | <b>2</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>3</b>   | <b>0</b> | <b>1</b>  | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 18          | 18         | 0         | 12        | 0        | 1        | 0        | 1        | 0        | 3          | 0        | 1         | 0        | 0        | P        |
| Offered Position           | 2           | 0          | 2         | 0         | 2        | 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        | R        |
| <b>TOTAL ACCESSIONS*</b>   | <b>2</b>    | <b>0</b>   | <b>2</b>  | <b>0</b>  | <b>2</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>S</b> |

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.

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | Grand Total | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNP* |          | UNKNOWN  |          |          |          |
|----------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|
|                            |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE      | FEMALE   | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 14          | 9        | 5        | 6        | 4        | 0        | 0        | 1        | 0        | 2         | 1        | 0        | 0        | 0        | A        |
| Outside agency             | 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        | C        |
| Cert. Employment List      | 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        | E        |
| Other Applicants           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>14</b>   | <b>9</b> | <b>5</b> | <b>6</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>2</b>  | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 3           | 3        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 2         | 0        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 11          | 6        | 5        | 5        | 4        | 0        | 0        | 1        | 0        | 0         | 1        | 0        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>11</b>   | <b>6</b> | <b>5</b> | <b>5</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b>  | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 11          | 6        | 5        | 5        | 4        | 0        | 0        | 1        | 0        | 0         | 1        | 0        | 0        | 0        | Q        |
| Refused Position           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0         | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>11</b>   | <b>6</b> | <b>5</b> | <b>5</b> | <b>4</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b>  | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | Grand Total | TOTAL      |            | WHITE     |           | BLACK    |          | HISPANIC |          | AAIANHNPI* |           | UNKNOWN  |          |          |          |
|----------------------------|-------------|------------|------------|-----------|-----------|----------|----------|----------|----------|------------|-----------|----------|----------|----------|----------|
|                            |             | MALE       | FEMALE     | MALE      | FEMALE    | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE    | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 12          | 6          | 6          | 5         | 5         | 1        | 0        | 0        | 0        | 0          | 1         | 0        | 0        | 0        | A        |
| Outside agency             | 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        | C        |
| Cert. Employment List      | 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        | E        |
| Other Applicants           | 241         | 141        | 99         | 42        | 39        | 5        | 3        | 6        | 2        | 82         | 48        | 6        | 7        | 1        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>253</b>  | <b>147</b> | <b>105</b> | <b>47</b> | <b>44</b> | <b>6</b> | <b>3</b> | <b>6</b> | <b>2</b> | <b>82</b>  | <b>49</b> | <b>6</b> | <b>7</b> | <b>1</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 117         | 74         | 43         | 30        | 13        | 4        | 2        | 2        | 1        | 37         | 22        | 1        | 5        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 136         | 73         | 62         | 17        | 31        | 2        | 1        | 4        | 1        | 45         | 27        | 5        | 2        | 1        | I        |
| TOTAL TESTED               | 0           | 0          | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 0         | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0          | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 0         | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0          | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 0         | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0          | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 0         | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0          | 0          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 0         | 0        | 0        | 0        | N        |
| TOTAL INTERVIEWED          | 64          | 36         | 27         | 9         | 15        | 1        | 1        | 1        | 1        | 24         | 9         | 1        | 1        | 1        | O        |
| Not offered Position       | 51          | 32         | 18         | 6         | 9         | 0        | 1        | 1        | 1        | 24         | 6         | 1        | 1        | 1        | P        |
| Offered Position           | 13          | 4          | 9          | 3         | 6         | 1        | 0        | 0        | 0        | 0          | 3         | 0        | 0        | 0        | Q        |
| Refused Position           | 2           | 0          | 2          | 0         | 0         | 0        | 0        | 0        | 0        | 0          | 2         | 0        | 0        | 0        | R        |
| TOTAL ACCESSIONS           | 11          | 4          | 7          | 3         | 6         | 1        | 0        | 0        | 0        | 0          | 1         | 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

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



CENTRAL CONNECTICUT STATE UNIVERSITY  
 APPLICANT FLOW ANALYSIS

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

DATE: July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL      |            | WHITE      |            | BLACK     |           | HISPANIC  |           | AAIANHNPI* |           | UNKNOWN   |           |          |          |
|----------------------------|-------------|------------|------------|------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|----------|
|                            |             | MALE       | FEMALE     | MALE       | FEMALE     | MALE      | FEMALE    | MALE      | FEMALE    | MALE       | FEMALE    | MALE      | FEMALE    | UNKNOWN  |          |
| Intra-agency               | 7           | 4          | 3          | 3          | 3          | 0         | 0         | 1         | 0         | 0          | 0         | 0         | 0         | 0        | A        |
| Outside agency             | 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        | C        |
| Cert. Employment List      | 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        | E        |
| Other Applicants           | 572         | 343        | 220        | 163        | 121        | 23        | 16        | 11        | 10        | 115        | 60        | 31        | 13        | 9        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>579</b>  | <b>347</b> | <b>223</b> | <b>166</b> | <b>124</b> | <b>23</b> | <b>16</b> | <b>12</b> | <b>10</b> | <b>115</b> | <b>60</b> | <b>31</b> | <b>13</b> | <b>9</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 345         | 215        | 125        | 86         | 66         | 18        | 10        | 7         | 5         | 81         | 34        | 23        | 10        | 5        | H        |
| TOTAL QUALIFIED APPLICANTS | 234         | 132        | 98         | 80         | 58         | 5         | 6         | 5         | 5         | 34         | 26        | 8         | 3         | 4        | I        |
| TOTAL TESTED               | 0           | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 0         | 0         | 0         | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 0         | 0         | 0         | 0        | K        |
| Earned Ratings 1-5         | 0           | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 0         | 0         | 0         | 0        | L        |
| Earned Ratings 6-10        | 0           | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 0         | 0         | 0         | 0        | M        |
| Earned Ratings 11-15       | 0           | 0          | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 0         | 0         | 0         | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>134</b>  | <b>71</b>  | <b>63</b>  | <b>50</b>  | <b>38</b>  | <b>2</b>  | <b>5</b>  | <b>3</b>  | <b>4</b>  | <b>12</b>  | <b>13</b> | <b>4</b>  | <b>3</b>  | <b>0</b> | <b>O</b> |
| Not offered Position       | 113         | 64         | 49         | 43         | 28         | 2         | 4         | 3         | 4         | 12         | 10        | 4         | 3         | 0        | P        |
| Offered Position           | 21          | 7          | 14         | 7          | 10         | 0         | 1         | 0         | 0         | 0          | 3         | 0         | 0         | 0        | Q        |
| Refused Position           | 1           | 0          | 1          | 0          | 0          | 0         | 0         | 0         | 0         | 0          | 1         | 0         | 0         | 0        | R        |
| <b>TOTAL ACCESSIONS*</b>   | <b>20</b>   | <b>7</b>   | <b>13</b>  | <b>7</b>   | <b>10</b>  | <b>0</b>  | <b>1</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>   | <b>2</b>  | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>S</b> |

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.

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS**

**OCCUPATIONAL CATEGORY:**

**EEO 2 - Faculty**

**DATE:**

**July 31, 2016**

**POSITION OR POSITION CLASSIFICATION:**

**Coaching Staff**

**LOCATION:**

**Statewide/National**

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL      |            | WHITE      |           | BLACK     |           | HISPANIC  |          | AAIANHNPI* |          | UNKOWN   |          |          |          |
|----------------------------|-------------|------------|------------|------------|-----------|-----------|-----------|-----------|----------|------------|----------|----------|----------|----------|----------|
|                            |             | MALE       | FEMALE     | MALE       | FEMALE    | MALE      | FEMALE    | MALE      | FEMALE   | MALE       | FEMALE   | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 2           | 2          | 0          | 0          | 0         | 2         | 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        | B        |
| Reemployment List          | 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        | D        |
| Transfer List              | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | E        |
| Other Applicants           | 347         | 243        | 104        | 139        | 75        | 80        | 24        | 18        | 4        | 3          | 0        | 3        | 1        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>349</b>  | <b>245</b> | <b>104</b> | <b>139</b> | <b>75</b> | <b>82</b> | <b>24</b> | <b>18</b> | <b>4</b> | <b>3</b>   | <b>0</b> | <b>3</b> | <b>1</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 150         | 130        | 20         | 67         | 12        | 47        | 6         | 11        | 1        | 3          | 0        | 2        | 1        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 199         | 115        | 84         | 72         | 63        | 35        | 18        | 7         | 3        | 0          | 0        | 1        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0          | 0          | 0          | 0         | 0         | 0         | 0         | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| TOTAL INTERVIEWED          | 71          | 41         | 30         | 30         | 23        | 11        | 6         | 0         | 1        | 0          | 0        | 0        | 0        | 0        | O        |
| Not offered Position       | 63          | 35         | 28         | 27         | 21        | 8         | 6         | 0         | 1        | 0          | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 8           | 6          | 2          | 3          | 2         | 3         | 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        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>8</b>    | <b>6</b>   | <b>2</b>   | <b>3</b>   | <b>2</b>  | <b>3</b>  | <b>0</b>  | <b>0</b>  | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS           | Grand Total | Total Male | Total Female | White Male | White Female | Black Male | Black Female | Hispanic Male | Hispanic Female | Other Male | Other Female | Unknown Male | Unknown Female | Unknown Unknown |          |
|-----------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|--------------|----------------|-----------------|----------|
| Intra-agency                      | 10          | 2          | 8            | 1          | 5            | 1          | 3            | 0             | 0               | 0          | 0            | 0            | 0              | 0               | A        |
| Outside agency                    | 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               | C        |
| Cert. Employment List             | 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               | E        |
| Other Applicants                  | 325         | 109        | 215          | 67         | 145          | 21         | 34           | 8             | 16              | 6          | 9            | 7            | 11             | 1               | F        |
| <b>TOTAL APPLICANTS</b>           | <b>335</b>  | <b>111</b> | <b>223</b>   | <b>68</b>  | <b>150</b>   | <b>22</b>  | <b>37</b>    | <b>8</b>      | <b>16</b>       | <b>6</b>   | <b>9</b>     | <b>7</b>     | <b>11</b>      | <b>1</b>        | <b>G</b> |
| <b>TOTAL REJECTED APPLICANTS</b>  | <b>223</b>  | <b>77</b>  | <b>145</b>   | <b>42</b>  | <b>94</b>    | <b>20</b>  | <b>21</b>    | <b>6</b>      | <b>13</b>       | <b>6</b>   | <b>8</b>     | <b>3</b>     | <b>9</b>       | <b>1</b>        | <b>H</b> |
| <b>TOTAL QUALIFIED APPLICANTS</b> | <b>112</b>  | <b>34</b>  | <b>78</b>    | <b>26</b>  | <b>56</b>    | <b>2</b>   | <b>16</b>    | <b>2</b>      | <b>3</b>        | <b>0</b>   | <b>1</b>     | <b>4</b>     | <b>2</b>       | <b>0</b>        | <b>I</b> |
| <b>TOTAL TESTED</b>               | <b>0</b>    | <b>0</b>   | <b>0</b>     | <b>0</b>   | <b>0</b>     | <b>0</b>   | <b>0</b>     | <b>0</b>      | <b>0</b>        | <b>0</b>   | <b>0</b>     | <b>0</b>     | <b>0</b>       | <b>0</b>        | <b>J</b> |
| <b>TOTAL PASSING EXAMINATION</b>  | <b>0</b>    | <b>0</b>   | <b>0</b>     | <b>0</b>   | <b>0</b>     | <b>0</b>   | <b>0</b>     | <b>0</b>      | <b>0</b>        | <b>0</b>   | <b>0</b>     | <b>0</b>     | <b>0</b>       | <b>0</b>        | <b>K</b> |
| Earned Ratings 1-5                | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            | 0            | 0              | 0               | L        |
| Earned Ratings 6-10               | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            | 0            | 0              | 0               | M        |
| Earned Ratings 11-15              | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            | 0            | 0              | 0               | N        |
| <b>TOTAL INTERVIEWED</b>          | <b>83</b>   | <b>30</b>  | <b>53</b>    | <b>24</b>  | <b>38</b>    | <b>2</b>   | <b>11</b>    | <b>2</b>      | <b>2</b>        | <b>0</b>   | <b>1</b>     | <b>2</b>     | <b>1</b>       | <b>0</b>        | <b>O</b> |
| Not offered Position              | 67          | 22         | 45           | 18         | 30           | 2          | 11           | 0             | 2               | 0          | 1            | 2            | 1              | 0               | P        |
| Offered Position                  | 16          | 8          | 8            | 6          | 8            | 0          | 0            | 2             | 0               | 0          | 0            | 0            | 0              | 0               | Q        |
| Refused Position                  | 1           | 0          | 1            | 0          | 1            | 0          | 0            | 0             | 0               | 0          | 0            | 0            | 0              | 0               | R        |
| <b>TOTAL ACCESSIONS</b>           | <b>15</b>   | <b>8</b>   | <b>7</b>     | <b>6</b>   | <b>7</b>     | <b>0</b>   | <b>0</b>     | <b>2</b>      | <b>0</b>        | <b>0</b>   | <b>0</b>     | <b>0</b>     | <b>0</b>       | <b>0</b>        | <b>S</b> |

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**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | UNKNOWN  |          |          |          |
|----------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|
|                            |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 1           | 0        | 1        | 0        | 1        | 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        | B        |
| Reemployment List          | 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        | D        |
| Transfer List              | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | E        |
| Other Applicants           | 4           | 0        | 4        | 0        | 1        | 0        | 3        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>5</b>    | <b>0</b> | <b>5</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 5           | 0        | 5        | 0        | 2        | 0        | 3        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>5</b>    | <b>0</b> | <b>5</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 5           | 0        | 5        | 0        | 2        | 0        | 3        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | Q        |
| Refused Position           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS*</b>   | <b>5</b>    | <b>0</b> | <b>5</b> | <b>0</b> | <b>2</b> | <b>0</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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.

\*\* Accessions only reflect the 5 hires as the remaining increases are due to the consolidation of Administrative Assistant into this category.

**CENTRAL CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS**

**OCCUPATIONAL CATEGORY:** EEO 4 - Clerical  
**POSITION OR POSITION CLASSIFICATION:** Administrative Assistant  
**LOCATION:** Hartford County

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | UNKNOWN  |          |          |          |
|----------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|
|                            |             | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE     | FEMALE   | MALE       | FEMALE   | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 1           | 0        | 1        | 0        | 1        | 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        | B        |
| Reemployment List          | 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        | D        |
| Transfer List              | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | E        |
| Other Applicants           | 1           | 0        | 1        | 0        | 0        | 0        | 1        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>2</b>    | <b>0</b> | <b>2</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 2           | 0        | 2        | 0        | 1        | 0        | 1        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>2</b>    | <b>0</b> | <b>2</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 2           | 0        | 2        | 0        | 1        | 0        | 1        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | Q        |
| Refused Position           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>2</b>    | <b>0</b> | <b>2</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

**OCCUPATIONAL CATEGORY:** EEO 4 - Clerical  
**POSITION OR POSITION CLASSIFICATION:** Secretary 2  
**LOCATION:** Hartford County

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL    |           | WHITE    |           | BLACK    |           | HISPANIC |          | AAIANHNPI* |          | UNKONWN  |          |          |          |
|----------------------------|-------------|----------|-----------|----------|-----------|----------|-----------|----------|----------|------------|----------|----------|----------|----------|----------|
|                            |             | MALE     | FEMALE    | MALE     | FEMALE    | MALE     | FEMALE    | MALE     | FEMALE   | MALE       | FEMALE   | MALE     | FEMALE   | UNKNOWN  |          |
| Intra-agency               | 3           | 0        | 3         | 0        | 1         | 0        | 0         | 0        | 2        | 0          | 0        | 0        | 0        | 0        | A        |
| Outside agency             | 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        | C        |
| Cert. Employment List      | 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        | E        |
| Other Applicants           | 49          | 5        | 44        | 5        | 25        | 0        | 11        | 0        | 5        | 0          | 3        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>52</b>   | <b>5</b> | <b>47</b> | <b>5</b> | <b>26</b> | <b>0</b> | <b>11</b> | <b>0</b> | <b>7</b> | <b>0</b>   | <b>3</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 21          | 4        | 17        | 4        | 9         | 0        | 6         | 0        | 0        | 0          | 2        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 31          | 1        | 30        | 1        | 17        | 0        | 5         | 0        | 7        | 0          | 1        | 0        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>31</b>   | <b>1</b> | <b>30</b> | <b>1</b> | <b>17</b> | <b>0</b> | <b>5</b>  | <b>0</b> | <b>7</b> | <b>0</b>   | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 24          | 1        | 23        | 1        | 13        | 0        | 4         | 0        | 5        | 0          | 1        | 0        | 0        | 0        | P        |
| Offered Position           | 7           | 0        | 7         | 0        | 4         | 0        | 1         | 0        | 2        | 0          | 0        | 0        | 0        | 0        | Q        |
| Refused Position           | 0           | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>7</b>    | <b>0</b> | <b>7</b>  | <b>0</b> | <b>4</b>  | <b>0</b> | <b>1</b>  | <b>0</b> | <b>2</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

**OCCUPATIONAL CATEGORY:** EEO 5 - Technical/Paraprofessional  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS           | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | 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        | 0        | A        |
| Outside agency                    | 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        | C        |
| Cert. Employment List             | 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        | E        |
| Other Applicants                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>           | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| <b>TOTAL REJECTED APPLICANTS</b>  | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>H</b> |
| <b>TOTAL QUALIFIED APPLICANTS</b> | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>I</b> |
| <b>TOTAL TESTED</b>               | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>J</b> |
| <b>TOTAL PASSING EXAMINATION</b>  | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>K</b> |
| Earned Ratings 1-5                | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15              | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>          | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position              | 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        | Q        |
| Refused Position                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>           | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

**OCCUPATIONAL CATEGORY:** EEO 6 - Skilled Crafts  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL |        | WHITE |        | BLACK |        | HISPANIC |        | AAIANHNP* |        | 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      | 0       | A |
| Outside agency             | 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       | C |
| Cert. Employment List      | 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       | E |
| Other Applicants           | 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       | G |
| TOTAL REJECTED APPLICANTS  | 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       | I |
| TOTAL TESTED               | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0         | 0      | 0       | 0      | 0       | J |
| TOTAL PASSING EXAMINATION  | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0         | 0      | 0       | 0      | 0       | K |
| Earned Ratings 1-5         | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0         | 0      | 0       | 0      | 0       | L |
| Earned Ratings 6-10        | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0         | 0      | 0       | 0      | 0       | M |
| Earned Ratings 11-15       | 0           | 0     | 0      | 0     | 0      | 0     | 0      | 0        | 0      | 0         | 0      | 0       | 0      | 0       | N |
| TOTAL INTERVIEWED          | 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       | P |
| Offered Position           | 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       | R |
| TOTAL ACCESSIONS           | 0           | 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



**CENTRAL CONNECTICUT STATE UNIVERSITY  
APPLICANT FLOW ANALYSIS**

**OCCUPATIONAL CATEGORY:** EEO 7 - Service Maintenance  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL      |          | WHITE      |          | BLACK     |          | HISPANIC  |          | AAIANHNP* |          | UNKNOWN  |          |          |          |
|----------------------------|-------------|------------|----------|------------|----------|-----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|
|                            |             | MALE       | FEMALE   | MALE       | FEMALE   | MALE      | FEMALE   | MALE      | FEMALE   | MALE      | FEMALE   | MALE     | FEMALE   | UNKONWN  |          |
| Intra-agency               | 2           | 2          | 0        | 2          | 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        | B        |
| Reemployment List          | 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        | D        |
| Transfer List              | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | E        |
| Other Applicants           | 192         | 188        | 4        | 130        | 1        | 28        | 0        | 25        | 3        | 2         | 0        | 3        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>194</b>  | <b>190</b> | <b>4</b> | <b>132</b> | <b>1</b> | <b>28</b> | <b>0</b> | <b>25</b> | <b>3</b> | <b>2</b>  | <b>0</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 52          | 50         | 2        | 30         | 0        | 9         | 0        | 9         | 2        | 2         | 0        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 142         | 140        | 2        | 102        | 1        | 19        | 0        | 16        | 1        | 0         | 0        | 3        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0          | 0        | 0          | 0        | 0         | 0        | 0         | 0        | 0         | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>57</b>   | <b>57</b>  | <b>0</b> | <b>47</b>  | <b>0</b> | <b>7</b>  | <b>0</b> | <b>3</b>  | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 52          | 52         | 0        | 43         | 0        | 6         | 0        | 3         | 0        | 0         | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 5           | 5          | 0        | 4          | 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        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>5</b>    | <b>5</b>   | <b>0</b> | <b>4</b>   | <b>0</b> | <b>1</b>  | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

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

**DATE:** July 31, 2016

| APPLICANT FLOW ANALYSIS    | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | 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        | 0        | A        |
| Outside agency             | 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        | C        |
| Cert. Employment List      | 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        | E        |
| Other Applicants           | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>    | <b>1</b>    | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| TOTAL REJECTED APPLICANTS  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | H        |
| TOTAL QUALIFIED APPLICANTS | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | I        |
| TOTAL TESTED               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | J        |
| TOTAL PASSING EXAMINATION  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | K        |
| Earned Ratings 1-5         | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10        | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>   | <b>1</b>    | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position       | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | P        |
| Offered Position           | 1           | 1        | 0        | 1        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | Q        |
| Refused Position           | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>    | <b>1</b>    | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

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**

**OCCUPATIONAL CATEGORY:** Protective Service  
**POSITION OR POSITION CLASSIFICATION:** All Titles  
**LOCATION:** Hartford County

**DATE:** July 31,2016

| APPLICANT FLOW ANALYSIS           | GRAND TOTAL | TOTAL    |          | WHITE    |          | BLACK    |          | HISPANIC |          | AAIANHNPI* |          | 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        | 0        | A        |
| Outside agency                    | 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        | C        |
| Cert. Employment List             | 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        | E        |
| Other Applicants                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | F        |
| <b>TOTAL APPLICANTS</b>           | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>G</b> |
| <b>TOTAL REJECTED APPLICANTS</b>  | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>H</b> |
| <b>TOTAL QUALIFIED APPLICANTS</b> | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>I</b> |
| <b>TOTAL TESTED</b>               | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>J</b> |
| <b>TOTAL PASSING EXAMINATION</b>  | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>K</b> |
| Earned Ratings 1-5                | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | L        |
| Earned Ratings 6-10               | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | M        |
| Earned Ratings 11-15              | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | N        |
| <b>TOTAL INTERVIEWED</b>          | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>O</b> |
| Not offered Position              | 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        | Q        |
| Refused Position                  | 0           | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 0        | 0        | 0        | 0        | R        |
| <b>TOTAL ACCESSIONS</b>           | <b>0</b>    | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>S</b> |

Notes: There were no increases in the workforce. Therefore, there was no flow of applicants for the 2016 plan.



**OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative**

**POSITION OR POSITION CLASSIFICATION: All Titles in Category**

Form #42 A3

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| SERVICE RATINGS               |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 3           | 0          | 3            | 0          | 3            | 0          | 0            | 0             | 0               | 0          | 0            |
| Good                          | 32          | 20         | 12           | 14         | 10           | 5          | 0            | 1             | 2               | 0          | 0            |
| Satisfactory                  | 1           | 0          | 1            | 0          | 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                    | 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.

No member of the executive committee received lower than an overall good evaluation

**OCCUPATIONAL CATEGORY: EEO-2 - FACULTY**

**POSITION OR POSITION CLASSIFICATION: Professor**

Form #42 A3

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| SERVICE RATINGS               |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Good                          | 194         | 122        | 72           | 91         | 56           | 8          | 5            | 11            | 3               | 12         | 8            |
| Fair                          | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Satisfactory                  | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Unsatisfactory                | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| REPRIMANDS                    | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| SUSPENSIONS                   | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| DEMOTIONS                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Within Occ Category           | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Lower Occ Category            | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| TRANSFERS                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Intra-Agency                  | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Outside Agency                | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
|                               | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
|                               | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.  
 Faculty who are not renewed are counted as receiving an unsatisfactory service rating  
 Faculty total matched 2016 workforce numbers as they would have received the evaluations during the reporting period

**OCCUPATIONAL CATEGORY: EEO-2 - FACULTY**

**POSITION OR POSITION CLASSIFICATION: Associate Professor**

Form #42 A3

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| SERVICE RATINGS               |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Good                          | 125         | 75         | 50           | 57         | 42           | 3          | 2            | 2             | 2               | 13         | 4            |
| Fair                          | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Satisfactory                  | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Unsatisfactory                | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| REPRIMANDS                    | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| SUSPENSIONS                   | 2           | 1          | 1            | 1          | 1            | 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: 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 2016 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015/2

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

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| <b>SERVICE RATINGS</b>        |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Good                          | 82          | 43         | 39           | 29         | 26           | 3          | 5            | 1             | 5               | 10         | 3            |
| 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            |
| <b>REPRIMANDS</b>             | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| <b>SUSPENSIONS</b>            | 1           | 1          | 0            | 1          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| <b>DEMOTIONS</b>              | 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            |
| <b>TRANSFERS</b>              | 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 2016 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015/2016)



**OCCUPATIONAL CATEGORY: EEO-2 - Coaching**

**POSITION OR POSITION CLASSIFICATION: Coaching**

Form #42 A3

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| <b>SERVICE RATINGS</b>        |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Good                          | 27          | 19         | 8            | 16         | 8            | 3          | 0            | 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                   | 1           | 1          | 0            | 1          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| <b>DEMOTIONS</b>              |             |            |              |            |              |            |              |               |                 |            |              |
| 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            |
| <b>TRANSFERS</b>              |             |            |              |            |              |            |              |               |                 |            |              |
| 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. Coaching total matched 2016 workforce numbers as they would have received the evaluations during the reporting period (does not include new hires 2015/

**OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty**

**POSITION OR POSITION CLASSIFICATION: All Titles in the Category**

Form #42 A3

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| SERVICE RATINGS               |             |            |              |            |              |            |              |               |                 |            |              |
| Superior                      | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Excellent                     | 106         | 48         | 58           | 40         | 47           | 4          | 4            | 3             | 3               | 1          | 4            |
| Good                          | 31          | 12         | 19           | 9          | 13           | 1          | 1            | 2             | 5               | 0          | 0            |
| Satisfactory                  | 2           | 1          | 1            | 1          | 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                    | 4           | 3          | 1            | 0          | 0            | 3          | 0            | 0             | 1               | 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 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

11/30/2016 14:59

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | OTHER MALE | OTHER FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|------------|--------------|
| SERVICE RATINGS               |             |            |              |            |              |            |              |               |                 |            |              |
| Excellent                     | 44          | 3          | 41           | 1          | 34           | 0          | 3            | 2             | 4               | 0          | 0            |
| Very Good                     | 40          | 6          | 34           | 3          | 21           | 1          | 6            | 1             | 6               | 1          | 1            |
| Good                          | 8           | 1          | 7            | 0          | 5            | 1          | 1            | 0             | 1               | 0          | 0            |
| Satisfactory                  | 0           | 0          | 0            | 0          | 0            | 0          | 0            | 0             | 0               | 0          | 0            |
| Fair                          | 1           | 0          | 1            | 0          | 0            | 0          | 1            | 0             | 0               | 0          | 0            |
| Unsatisfactory                | 1           | 0          | 1            | 0          | 0            | 0          | 0            | 0             | 1               | 0          | 0            |
| REPRIMANDS                    | 3           | 0          | 3            | 0          | 3            | 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, e.g., the BF category is five fewer because of the five newly hired staff in lieu of layoff who









**Q1 Name**

Answered: 9 Skipped: 0

**Q2 University Department**

Answered: 7 Skipped: 2

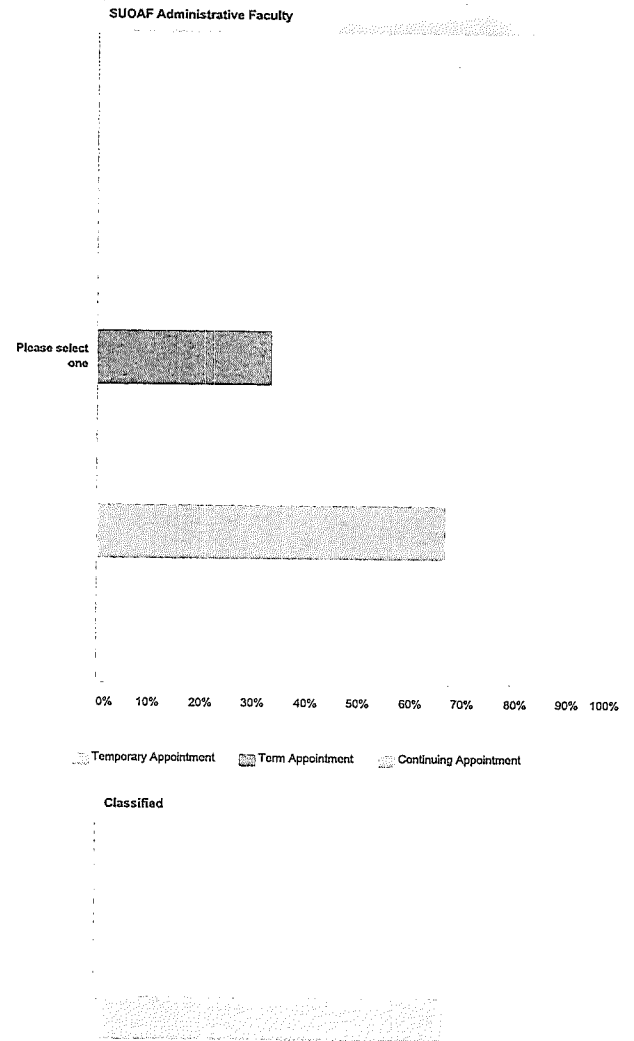
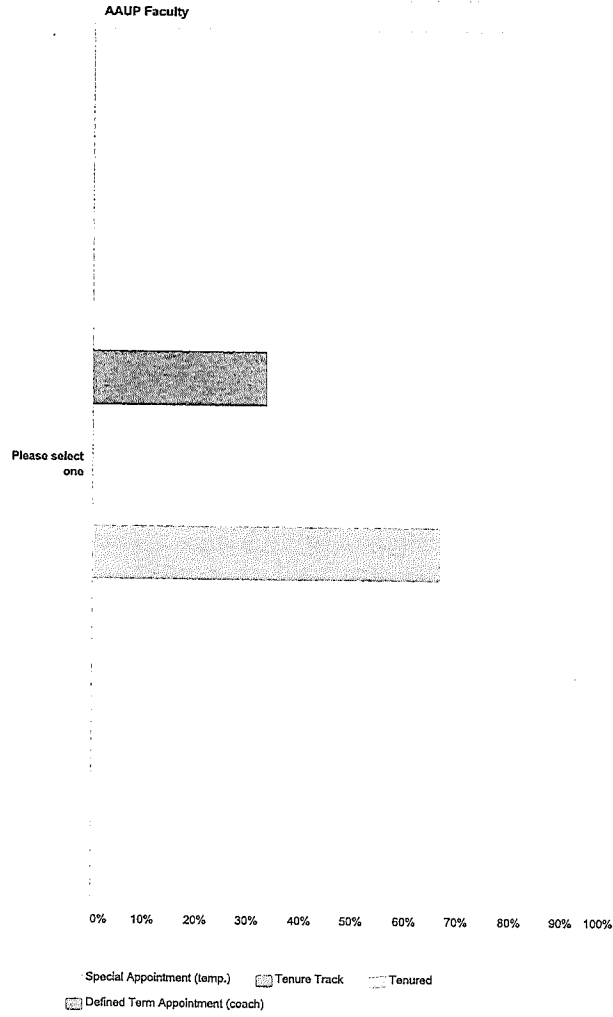


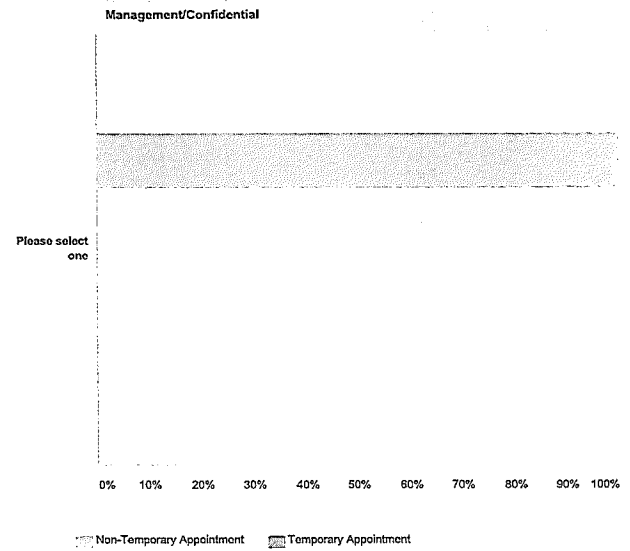
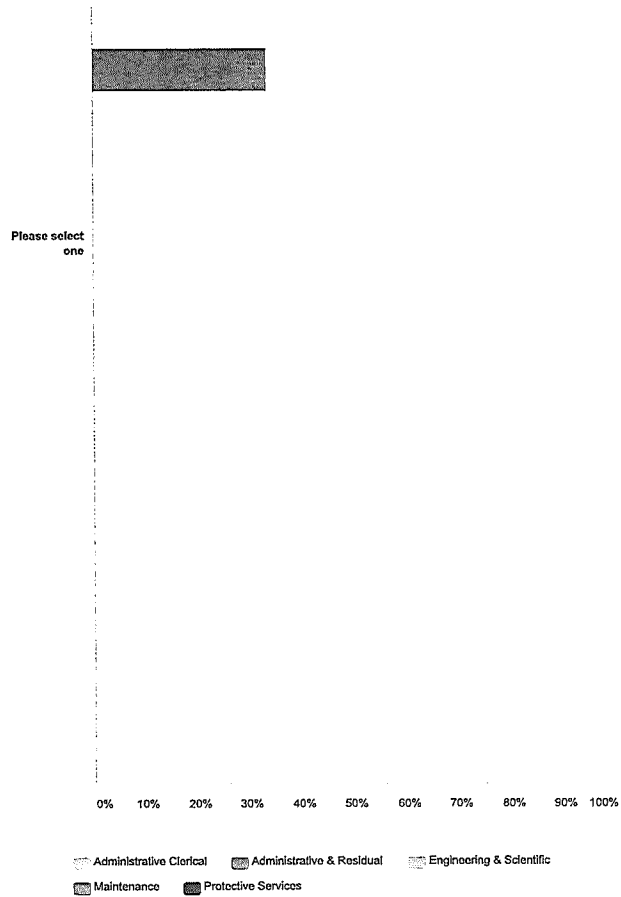
**Q3 Job Title**

Answered: 7 Skipped: 2

**Q4 Employment Category/Appointment Type**

Answered: 8 Skipped: 1





| AAUP Faculty      |                             |              |             |                                  |       |
|-------------------|-----------------------------|--------------|-------------|----------------------------------|-------|
|                   | Special Appointment (temp.) | Tenure Track | Tenured     | Defined Term Appointment (coach) | Total |
| Please select one | 0.00%<br>0                  | 33.33%<br>1  | 66.67%<br>2 | 0.00%<br>0                       | 3     |

| SUOAF Administrative Faculty |                       |                  |                        |       |
|------------------------------|-----------------------|------------------|------------------------|-------|
|                              | Temporary Appointment | Term Appointment | Continuing Appointment | Total |
| Please select one            | 0.00%<br>0            | 33.33%<br>1      | 66.67%<br>2            | 3     |

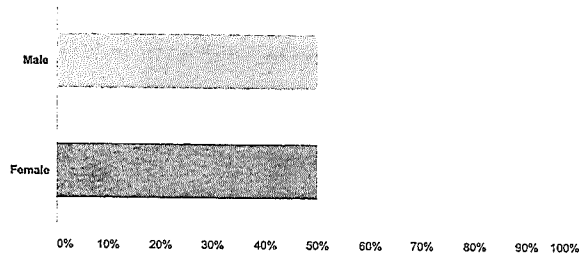
| Classified        |                         |                           |                          |             |                     |       |
|-------------------|-------------------------|---------------------------|--------------------------|-------------|---------------------|-------|
|                   | Administrative Clerical | Administrative & Residual | Engineering & Scientific | Maintenance | Protective Services | Total |
| Please select one | 66.67%<br>2             | 33.33%<br>1               | 0.00%<br>0               | 0.00%<br>0  | 0.00%<br>0          | 3     |

| Management/Confidential |                           |                       |       |
|-------------------------|---------------------------|-----------------------|-------|
|                         | Non-Temporary Appointment | Temporary Appointment | Total |
| Please select one       | 100.00%<br>1              | 0.00%<br>0            | 1     |

### Q5 Gender

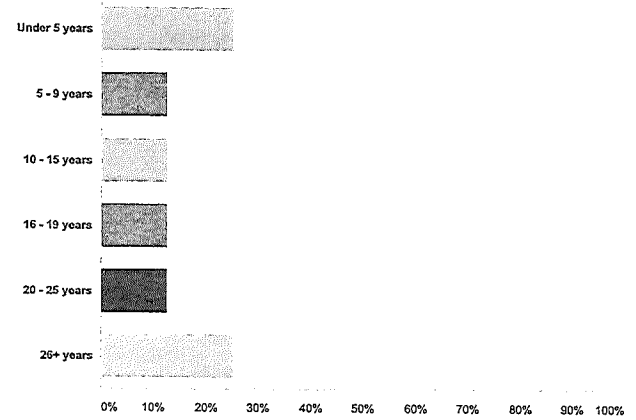
Answered: 8 Skipped: 1



| Answer Choices | Responses |          |
|----------------|-----------|----------|
| Male           | 50.00%    | 4        |
| Female         | 50.00%    | 4        |
| <b>Total</b>   |           | <b>8</b> |

### Q6 Length of CCSU service

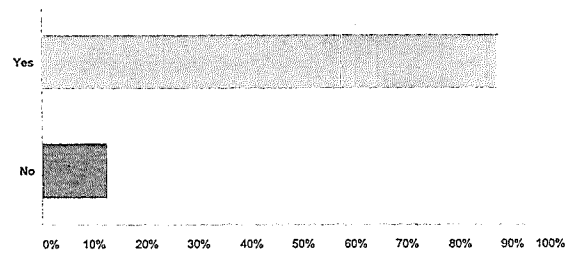
Answered: 8 Skipped: 1



| Answer Choices | Responses |          |
|----------------|-----------|----------|
| Under 5 years  | 25.00%    | 2        |
| 5 - 9 years    | 12.50%    | 1        |
| 10 - 15 years  | 12.50%    | 1        |
| 16 - 19 years  | 12.50%    | 1        |
| 20 - 25 years  | 12.50%    | 1        |
| 26+ years      | 25.00%    | 2        |
| <b>Total</b>   |           | <b>8</b> |

**Q7 Would you work for CCSU again in the future?**

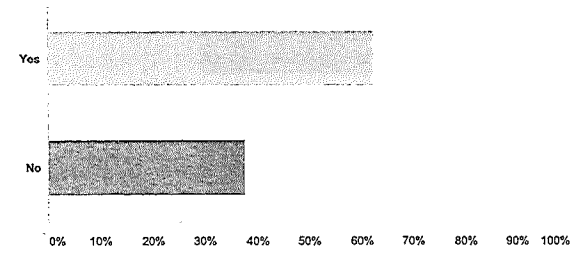
Answered: 8 Skipped: 1



| Answer Choices | Responses |          |
|----------------|-----------|----------|
| Yes            | 87.50%    | 7        |
| No             | 12.50%    | 1        |
| <b>Total</b>   |           | <b>8</b> |

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

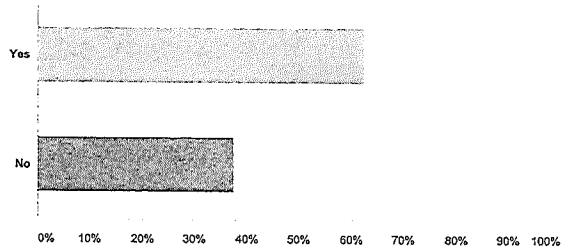
Answered: 8 Skipped: 1



| Answer Choices | Responses |          |
|----------------|-----------|----------|
| Yes            | 62.50%    | 5        |
| No             | 37.50%    | 3        |
| <b>Total</b>   |           | <b>8</b> |

**Q9 Did the job meet your expectations?**

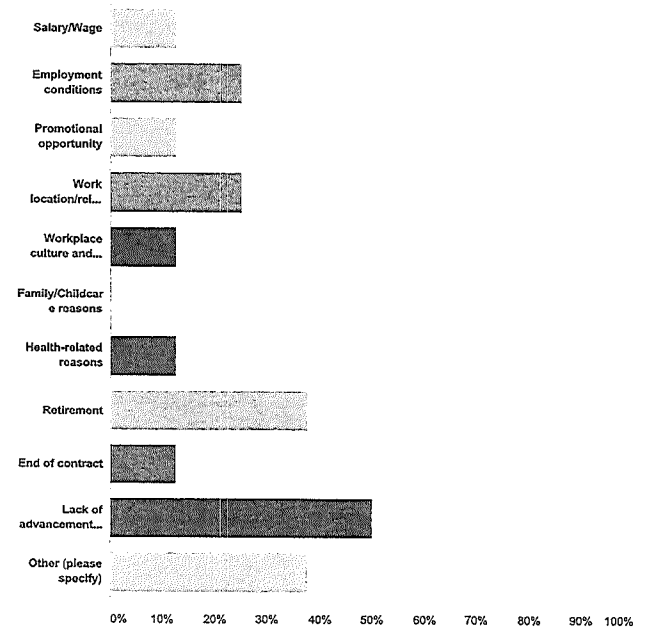
Answered: 8 Skipped: 1



| Answer Choices | Responses | Count    |
|----------------|-----------|----------|
| Yes            | 62.50%    | 5        |
| No             | 37.50%    | 3        |
| <b>Total</b>   |           | <b>8</b> |

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

Answered: 8 Skipped: 1

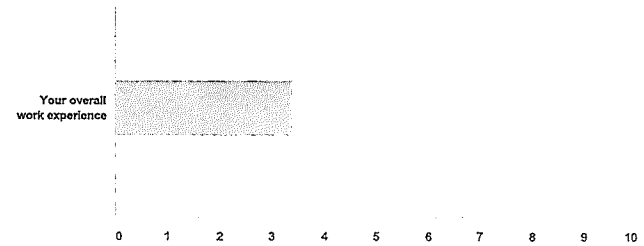


| Answer Choices               | Responses | Count |
|------------------------------|-----------|-------|
| Salary/Wage                  | 12.50%    | 1     |
| Employment conditions        | 25.00%    | 2     |
| Promotional opportunity      | 12.50%    | 1     |
| Work location/relocation     | 25.00%    | 2     |
| Workplace culture and values | 12.50%    | 1     |
| Family/Childcare reasons     | 0.00%     | 0     |
| Health-related reasons       | 12.50%    | 1     |
| Retirement                   | 37.50%    | 3     |
| End of contract              | 12.50%    | 1     |

|                                   |        |   |
|-----------------------------------|--------|---|
| Lack of advancement opportunities | 50.00% | 4 |
| Other (please specify)            | 37.50% | 3 |
| <b>Total Respondents: 8</b>       |        |   |

**Q11 Overall Experience**

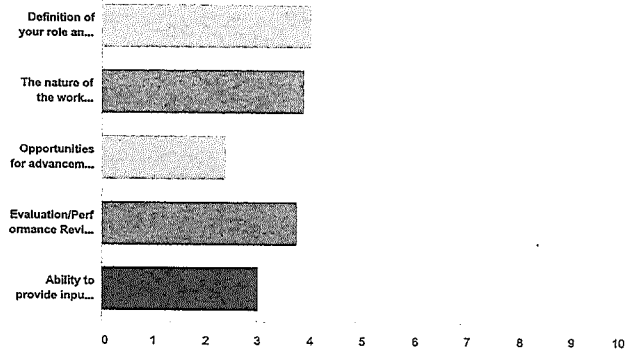
Answered: 8 Skipped: 1



|                              | Extremely satisfied | Somewhat satisfied | Neutral    | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|------------------------------|---------------------|--------------------|------------|-----------------------|------------------------|-------|------------------|
| Your overall work experience | 25.00%<br>2         | 37.50%<br>3        | 0.00%<br>0 | 25.00%<br>2           | 12.50%<br>1            | 8     | 3.38             |

**Q12 Job/Role**

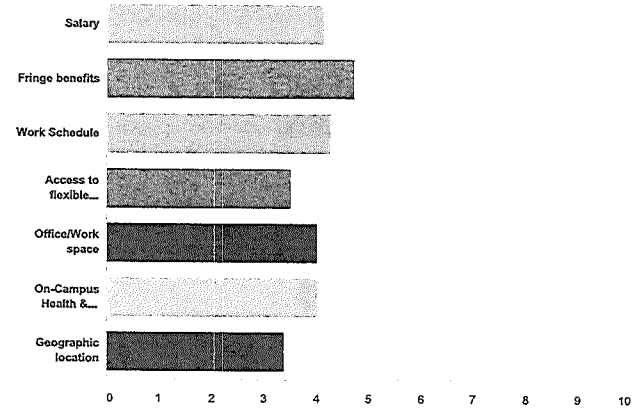
Answered: 8 Skipped: 1



|   | Extremely satisfied | Somewhat satisfied | Neutral | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|---|---------------------|--------------------|---------|-----------------------|------------------------|-------|------------------|
| Definition of your role and responsibilities                | 37.50%              | 50.00%             | 0.00%   | 0.00%                 | 12.50%                 | 8     | 4.00             |
| The nature of the work required in your role                | 37.50%              | 37.50%             | 0.00%   | 25.00%                | 0.00%                  | 8     | 3.88             |
| Opportunities for advancement and development               | 25.00%              | 0.00%              | 12.50%  | 12.50%                | 50.00%                 | 8     | 2.38             |
| Evaluation/Performance Review process                       | 50.00%              | 0.00%              | 25.00%  | 25.00%                | 0.00%                  | 8     | 3.75             |
| Ability to provide input into issues that affected your job | 25.00%              | 12.50%             | 25.00%  | 12.50%                | 25.00%                 | 8     | 3.00             |

**Q13 Terms & Conditions**

Answered: 8 Skipped: 1

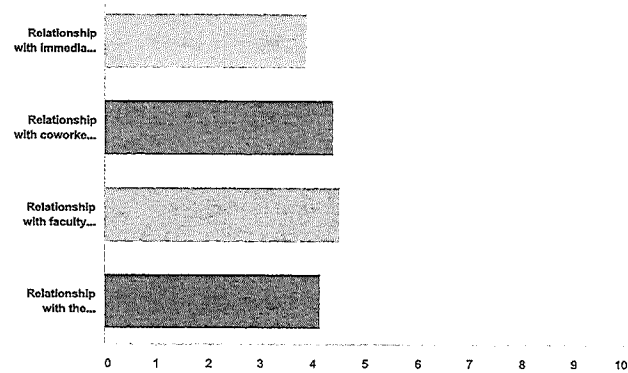


|  | Extremely satisfied | Somewhat satisfied | Neutral | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|---------|-----------------------|------------------------|-------|------------------|
| Salary                                   | 50.00%              | 37.50%             | 0.00%   | 0.00%                 | 12.50%                 | 8     | 4.13             |
| Fringe benefits                          | 71.43%              | 28.57%             | 0.00%   | 0.00%                 | 0.00%                  | 7     | 4.71             |
| Work Schedule                            | 62.50%              | 12.50%             | 12.50%  | 12.50%                | 0.00%                  | 8     | 4.25             |
| Access to flexible working arrangements  | 37.50%              | 0.00%              | 50.00%  | 0.00%                 | 12.50%                 | 8     | 3.50             |
| Office/Work space                        | 28.57%              | 42.86%             | 28.57%  | 0.00%                 | 0.00%                  | 7     | 4.00             |
| On-Campus Health & Fitness Opportunities | 37.50%              | 25.00%             | 37.50%  | 0.00%                 | 0.00%                  | 8     | 4.00             |
| Geographic location                      | 25.00%              | 12.50%             | 37.50%  | 25.00%                | 0.00%                  | 8     | 3.38             |



### Q14 Interpersonal Relationships

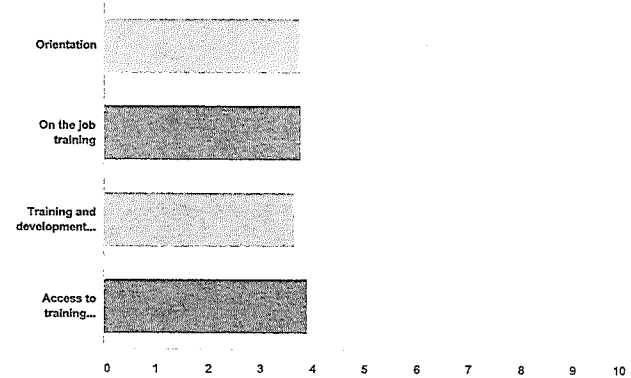
Answered: 8 Skipped: 1



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Relationship with immediate supervisor                 | 62.50%<br>5         | 0.00%<br>0         | 12.50%<br>1 | 12.50%<br>1           | 12.50%<br>1            | 8     | 3.88             |
| Relationship with coworkers in your department         | 62.50%<br>5         | 25.00%<br>2        | 0.00%<br>0  | 12.50%<br>1           | 0.00%<br>0             | 8     | 4.38             |
| Relationship with faculty & staff in other departments | 62.50%<br>5         | 25.00%<br>2        | 12.50%<br>1 | 0.00%<br>0            | 0.00%<br>0             | 8     | 4.50             |
| Relationship with the administration                   | 37.50%<br>3         | 37.50%<br>3        | 25.00%<br>2 | 0.00%<br>0            | 0.00%<br>0             | 8     | 4.13             |

### Q15 Training & Development

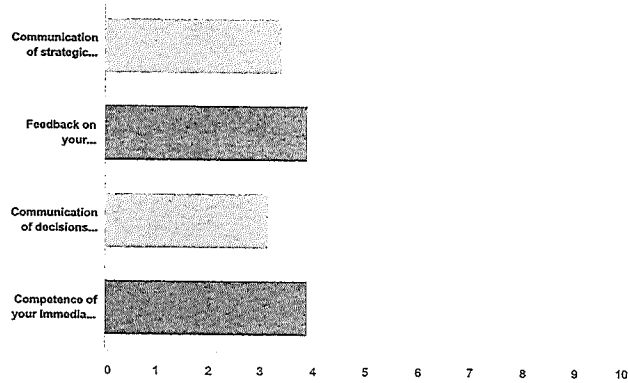
Answered: 8 Skipped: 1



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Orientation                            | 37.50%<br>3         | 12.50%<br>1        | 37.50%<br>3 | 12.50%<br>1           | 0.00%<br>0             | 8     | 3.75             |
| On the job training                    | 25.00%<br>2         | 25.00%<br>2        | 50.00%<br>4 | 0.00%<br>0            | 0.00%<br>0             | 8     | 3.75             |
| Training and development opportunities | 37.50%<br>3         | 12.50%<br>1        | 25.00%<br>2 | 25.00%<br>2           | 0.00%<br>0             | 8     | 3.63             |
| Access to training programs            | 37.50%<br>3         | 25.00%<br>2        | 25.00%<br>2 | 12.50%<br>1           | 0.00%<br>0             | 8     | 3.88             |

**Q16 Immediate Supervisor/Management**

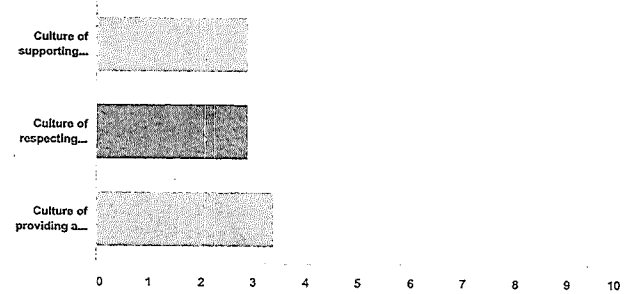
Answered: 8 Skipped: 1



|   | Extremely satisfied | Somewhat satisfied | Neutral | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|---|---------------------|--------------------|---------|-----------------------|------------------------|-------|------------------|
| Communication of strategic direction and policy     | 37.50%              | 12.50%             | 12.50%  | 25.00%                | 12.50%                 | 8     | 3.38             |
| Feedback on your performance                        | 37.50%              | 37.50%             | 12.50%  | 0.00%                 | 12.50%                 | 8     | 3.88             |
| Communication of decisions and issues affecting you | 25.00%              | 25.00%             | 0.00%   | 37.50%                | 12.50%                 | 8     | 3.13             |
| Competence of your immediate supervisor             | 62.50%              | 0.00%              | 12.50%  | 12.50%                | 12.50%                 | 8     | 3.88             |

**Q17 Workplace Culture**

Answered: 3 Skipped: 1



|  | Extremely satisfied | Somewhat satisfied | Neutral | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|---------|-----------------------|------------------------|-------|------------------|
| Culture of supporting faculty & staff to develop and reach their potential | 25.00%              | 12.50%             | 12.50%  | 25.00%                | 25.00%                 | 8     | 2.88             |
| Culture of respecting individual differences                               | 25.00%              | 12.50%             | 12.50%  | 25.00%                | 25.00%                 | 8     | 2.88             |
| Culture of providing a workplace free of harassment and bullying           | 50.00%              | 12.50%             | 0.00%   | 0.00%                 | 37.50%                 | 8     | 3.38             |

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

Answered: 4 Skipped: 5

**Q1 Name**

Answered: 25 Skipped: 0

**Q2 University Department**

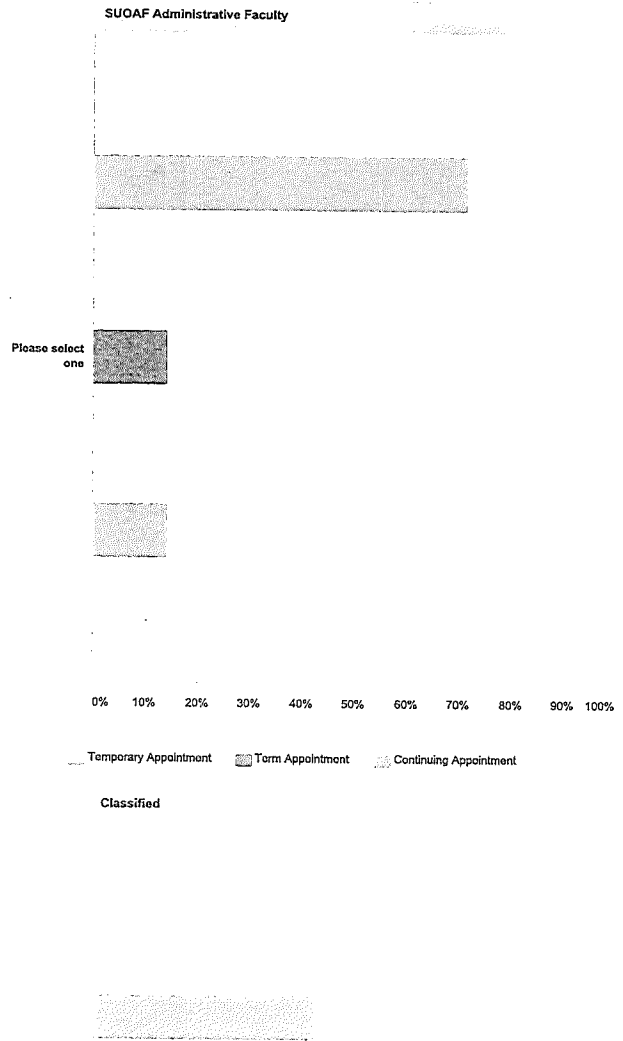
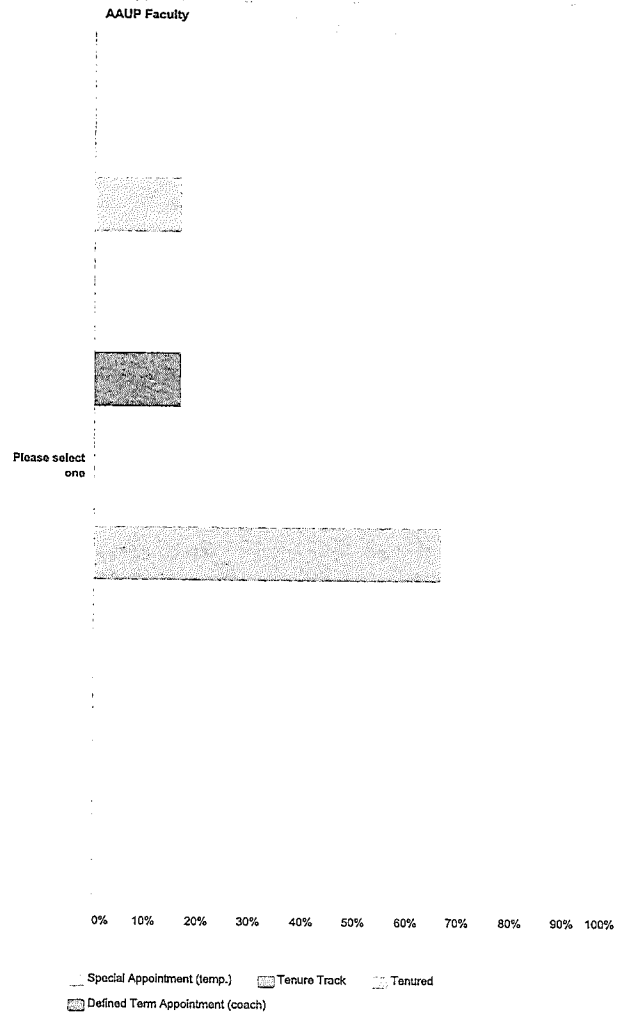
Answered: 24 Skipped: 1

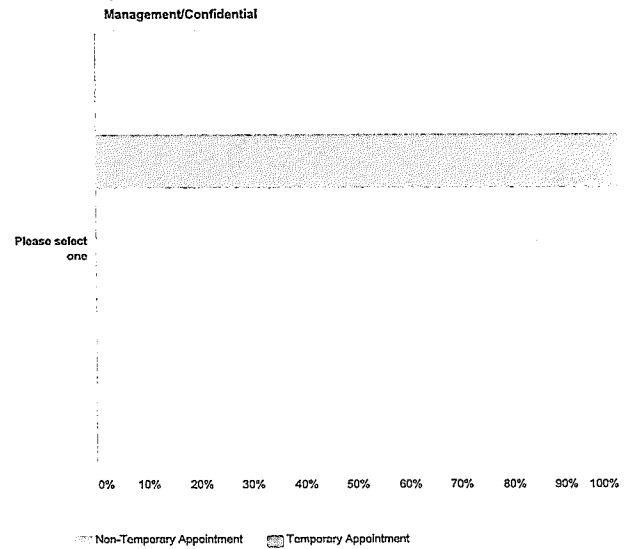
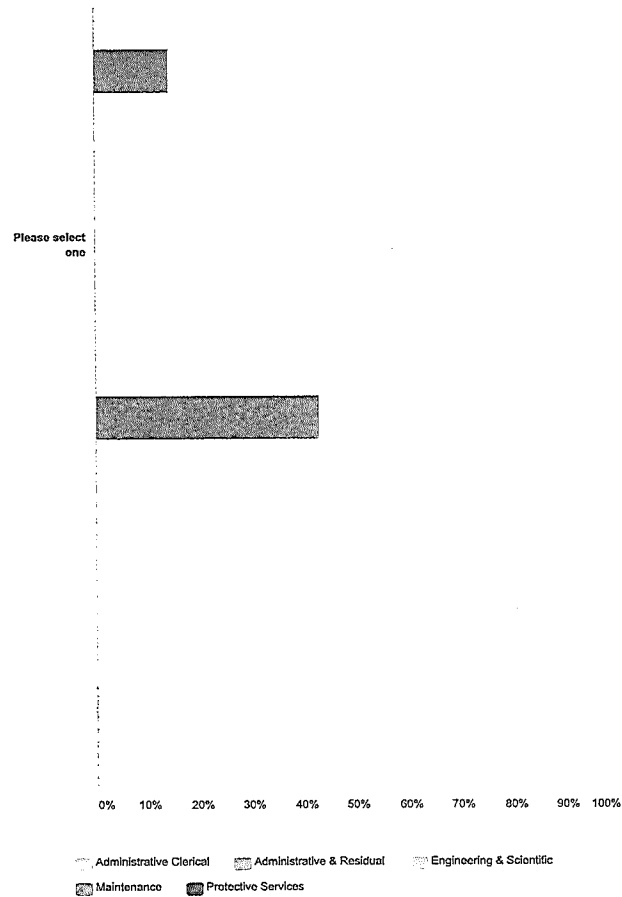
**Q3 Job Title**

Answered: 24 Skipped: 1

**Q4 Employment Category/Appointment Type**

Answered: 22 Skipped: 3





| AAUP Faculty      |                             |              |         |                                  |       |
|-------------------|-----------------------------|--------------|---------|----------------------------------|-------|
|                   | Special Appointment (temp.) | Tenure Track | Tenured | Defined Term Appointment (coach) | Total |
| Please select one | 16.67%                      | 16.67%       | 66.67%  | 0.00%                            | 6     |
|                   | 1                           | 1            | 4       | 0                                |       |

| SUOAF Administrative Faculty |                       |                  |                        |       |
|------------------------------|-----------------------|------------------|------------------------|-------|
|                              | Temporary Appointment | Term Appointment | Continuing Appointment | Total |
| Please select one            | 71.43%                | 14.29%           | 14.29%                 | 7     |
|                              | 5                     | 1                | 1                      |       |

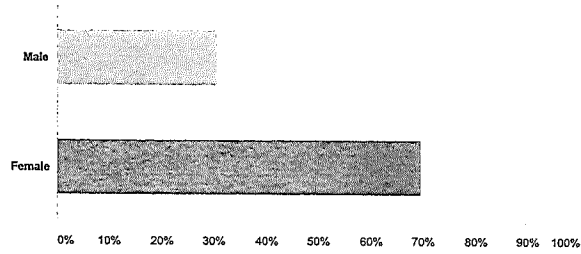
| Classified        |                         |                           |                          |             |                     |       |
|-------------------|-------------------------|---------------------------|--------------------------|-------------|---------------------|-------|
|                   | Administrative Clerical | Administrative & Residual | Engineering & Scientific | Maintenance | Protective Services | Total |
| Please select one | 42.86%                  | 14.29%                    | 0.00%                    | 42.86%      | 0.00%               | 7     |
|                   | 3                       | 1                         | 0                        | 3           | 0                   |       |

| Management/Confidential |                           |                       |       |
|-------------------------|---------------------------|-----------------------|-------|
|                         | Non-Temporary Appointment | Temporary Appointment | Total |
| Please select one       | 100.00%                   | 0.00%                 | 2     |
|                         | 2                         | 0                     |       |

**Q5 Gender**

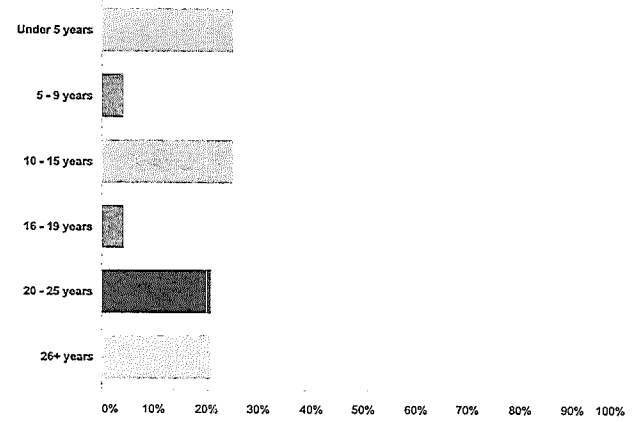
Answered: 23 Skipped: 2



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Male           | 30.43%    | 7         |
| Female         | 69.57%    | 16        |
| <b>Total</b>   |           | <b>23</b> |

**Q6 Length of CCSU service**

Answered: 24 Skipped: 1

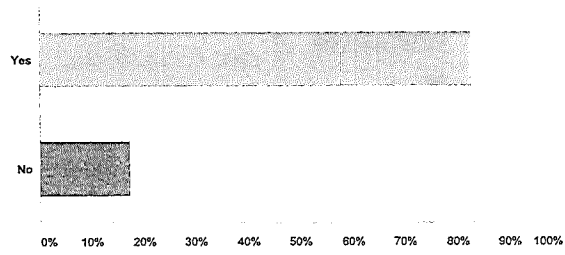


| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Under 5 years  | 25.00%    | 6         |
| 5 - 9 years    | 4.17%     | 1         |
| 10 - 15 years  | 25.00%    | 6         |
| 16 - 19 years  | 4.17%     | 1         |
| 20 - 25 years  | 20.83%    | 5         |
| 26+ years      | 20.83%    | 5         |
| <b>Total</b>   |           | <b>24</b> |



**Q7 Would you work for CCSU again in the future?**

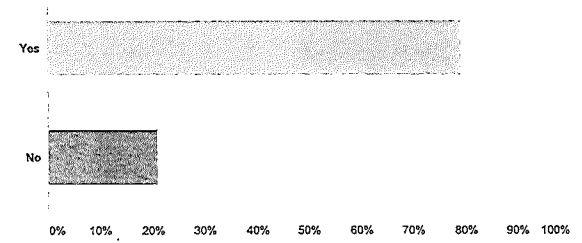
Answered: 23 Skipped: 2



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Yes            | 82.61%    | 19        |
| No             | 17.39%    | 4         |
| <b>Total</b>   |           | <b>23</b> |

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

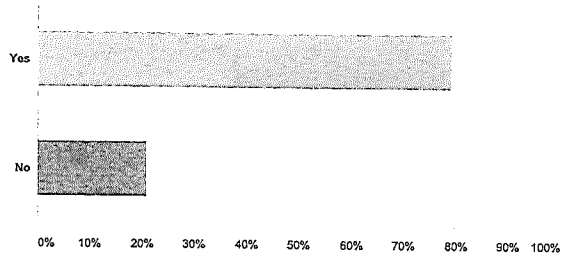
Answered: 24 Skipped: 1



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Yes            | 79.17%    | 19        |
| No             | 20.83%    | 5         |
| <b>Total</b>   |           | <b>24</b> |

**Q9 Did the job meet your expectations?**

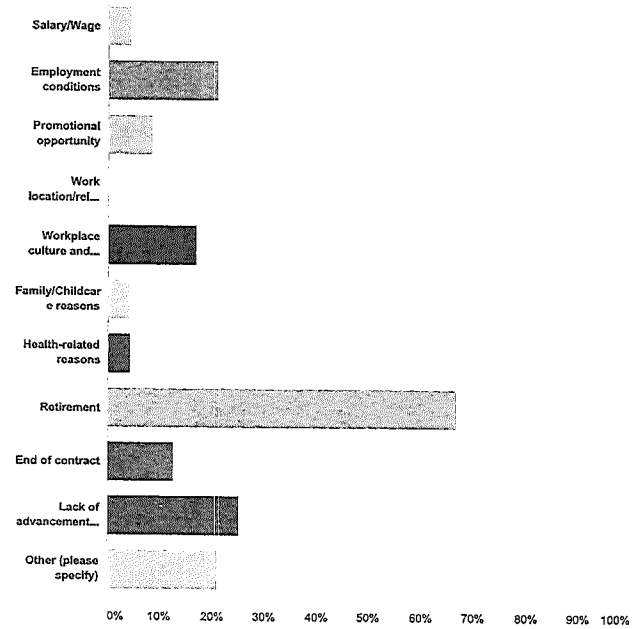
Answered: 24 Skipped: 1



| Answer Choices | Responses |           |
|----------------|-----------|-----------|
| Yes            | 79.17%    | 19        |
| No             | 20.83%    | 5         |
| <b>Total</b>   |           | <b>24</b> |

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

Answered: 24 Skipped: 1

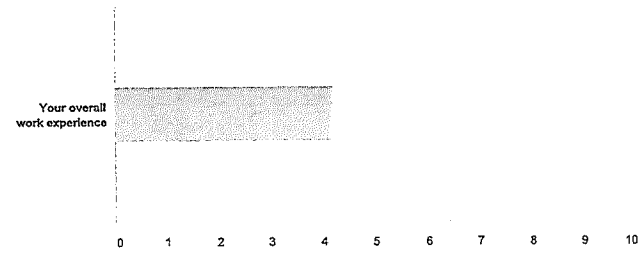


| Answer Choices               | Responses |    |
|------------------------------|-----------|----|
| Salary/Wage                  | 4.17%     | 1  |
| Employment conditions        | 20.83%    | 5  |
| Promotional opportunity      | 8.33%     | 2  |
| Work location/relocation     | 0.00%     | 0  |
| Workplace culture and values | 16.67%    | 4  |
| Family/Childcare reasons     | 4.17%     | 1  |
| Health-related reasons       | 4.17%     | 1  |
| Retirement                   | 66.67%    | 16 |
| End of contract              | 12.50%    | 3  |

|                                   |        |   |
|-----------------------------------|--------|---|
| Lack of advancement opportunities | 25.00% | 6 |
| Other (please specify)            | 20.83% | 5 |
| <b>Total Respondents: 24</b>      |        |   |

**Q11 Overall Experience**

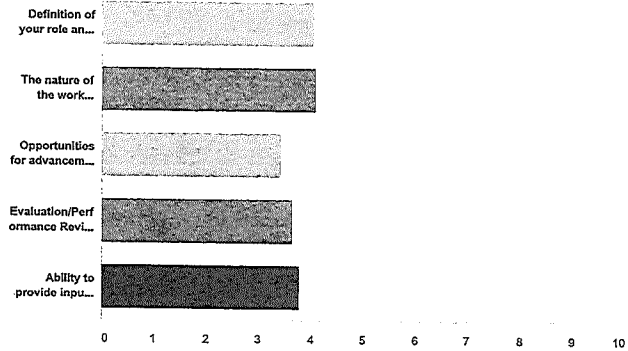
Answered: 23 Skipped: 2



|                              | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|------------------------------|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Your overall work experience | 52.17%<br>12        | 26.09%<br>6        | 13.04%<br>3 | 4.35%<br>1            | 4.35%<br>1             | 23    | 4.17             |

**Q12 Job/Role**

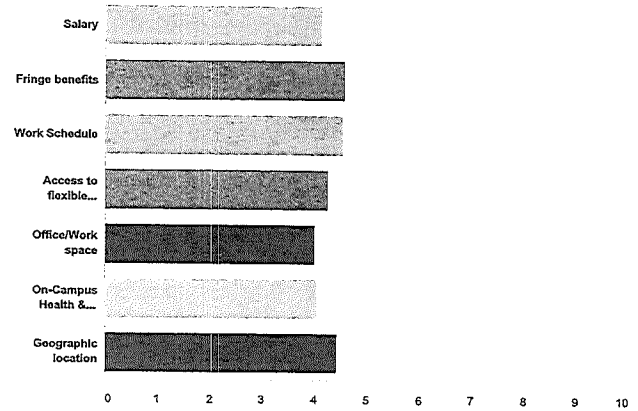
Answered: 23 Skipped: 2



|   | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|---|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Definition of your role and responsibilities                | 60.87%<br>14        | 8.70%<br>2         | 13.04%<br>3 | 8.70%<br>2            | 8.70%<br>2             | 23    | 4.04             |
| The nature of the work required in your role                | 56.52%<br>13        | 13.04%<br>3        | 17.39%<br>4 | 8.70%<br>2            | 4.35%<br>1             | 23    | 4.09             |
| Opportunities for advancement and development               | 34.78%<br>8         | 21.74%<br>5        | 13.04%<br>3 | 13.04%<br>3           | 17.39%<br>4            | 23    | 3.43             |
| Evaluation/Performance Review process                       | 39.13%<br>9         | 17.39%<br>4        | 21.74%<br>5 | 13.04%<br>3           | 8.70%<br>2             | 23    | 3.65             |
| Ability to provide input into issues that affected your job | 39.13%<br>9         | 30.43%<br>7        | 8.70%<br>2  | 13.04%<br>3           | 8.70%<br>2             | 23    | 3.78             |

**Q13 Terms & Conditions**

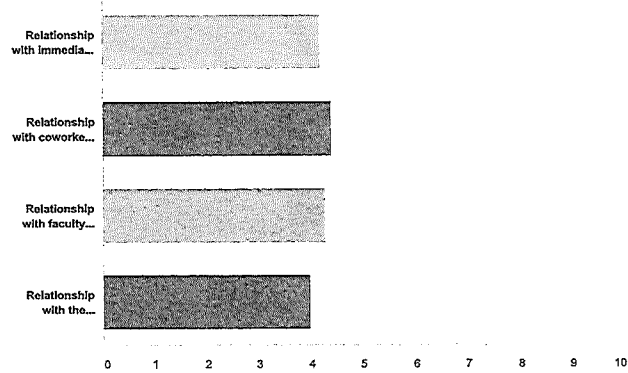
Answered: 23 Skipped: 2



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Salary                                   | 47.83%<br>11        | 26.09%<br>6        | 21.74%<br>5 | 0.00%<br>0            | 4.35%<br>1             | 23    | 4.13             |
| Fringe benefits                          | 69.57%<br>16        | 17.39%<br>4        | 13.04%<br>3 | 0.00%<br>0            | 0.00%<br>0             | 23    | 4.57             |
| Work Schedule                            | 60.87%<br>14        | 30.43%<br>7        | 8.70%<br>2  | 0.00%<br>0            | 0.00%<br>0             | 23    | 4.52             |
| Access to flexible working arrangements  | 60.87%<br>14        | 17.39%<br>4        | 8.70%<br>2  | 13.04%<br>3           | 0.00%<br>0             | 23    | 4.26             |
| Office/Work space                        | 47.83%<br>11        | 26.09%<br>6        | 8.70%<br>2  | 13.04%<br>3           | 4.35%<br>1             | 23    | 4.00             |
| On-Campus Health & Fitness Opportunities | 39.13%<br>9         | 30.43%<br>7        | 26.09%<br>6 | 4.35%<br>1            | 0.00%<br>0             | 23    | 4.04             |
| Geographic location                      | 52.17%<br>12        | 39.13%<br>9        | 8.70%<br>2  | 0.00%<br>0            | 0.00%<br>0             | 23    | 4.43             |

### Q14 Interpersonal Relationships

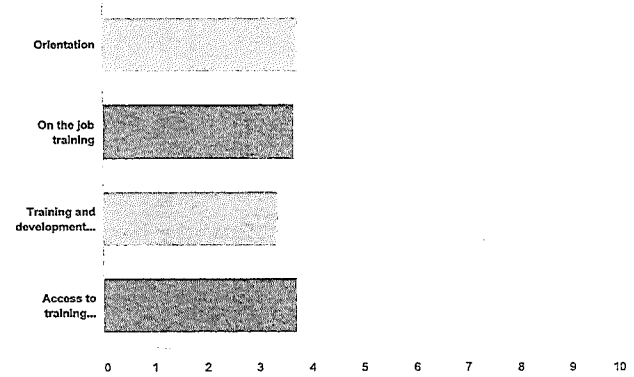
Answered: 23 Skipped: 2



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Relationship with Immediate supervisor                 | 52.17%<br>12        | 21.74%<br>5        | 21.74%<br>5 | 0.00%<br>0            | 4.35%<br>1             | 23    | 4.17             |
| Relationship with coworkers in your department         | 65.22%<br>15        | 17.39%<br>4        | 8.70%<br>2  | 8.70%<br>2            | 0.00%<br>0             | 23    | 4.39             |
| Relationship with faculty & staff in other departments | 56.52%<br>13        | 21.74%<br>5        | 17.39%<br>4 | 0.00%<br>0            | 4.35%<br>1             | 23    | 4.26             |
| Relationship with the administration                   | 39.13%<br>9         | 34.78%<br>8        | 13.04%<br>3 | 8.70%<br>2            | 4.35%<br>1             | 23    | 3.96             |

### Q15 Training & Development

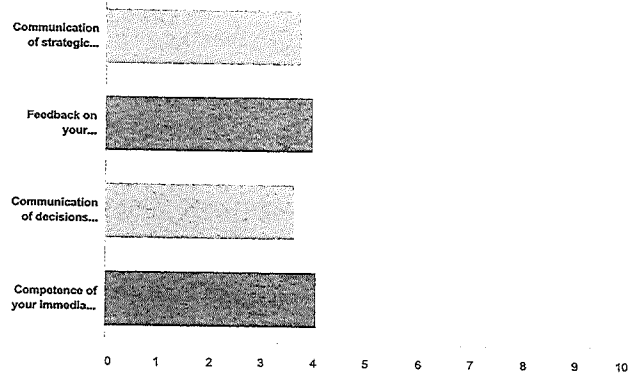
Answered: 23 Skipped: 2



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Orientation                            | 31.82%<br>7         | 22.73%<br>5        | 36.36%<br>8 | 4.55%<br>1            | 4.55%<br>1             | 22    | 3.73             |
| On the job training                    | 34.78%<br>8         | 21.74%<br>5        | 30.43%<br>7 | 0.00%<br>0            | 13.04%<br>3            | 23    | 3.65             |
| Training and development opportunities | 34.78%<br>8         | 17.39%<br>4        | 13.04%<br>3 | 17.39%<br>4           | 17.39%<br>4            | 23    | 3.35             |
| Access to training programs            | 39.13%<br>9         | 21.74%<br>5        | 21.74%<br>5 | 4.35%<br>1            | 13.04%<br>3            | 23    | 3.70             |

### Q16 Immediate Supervisor/Management

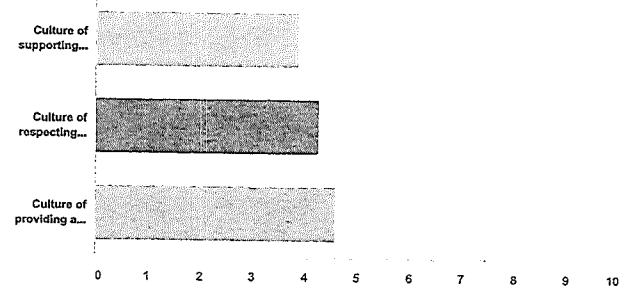
Answered: 23 Skipped: 2



|   | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|---|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Communication of strategic direction and policy     | 34.78%<br>8         | 34.78%<br>8        | 13.04%<br>3 | 4.35%<br>1            | 13.04%<br>3            | 23    | 3.74             |
| Feedback on your performance                        | 39.13%<br>9         | 26.09%<br>6        | 30.43%<br>7 | 0.00%<br>0            | 4.35%<br>1             | 23    | 3.86             |
| Communication of decisions and issues affecting you | 34.78%<br>8         | 21.74%<br>5        | 21.74%<br>5 | 13.04%<br>3           | 8.70%<br>2             | 23    | 3.61             |
| Competence of your immediate supervisor             | 40.91%<br>9         | 36.36%<br>8        | 9.09%<br>2  | 13.64%<br>3           | 0.00%<br>0             | 22    | 4.05             |

### Q17 Workplace Culture

Answered: 23 Skipped: 2



|  | Extremely satisfied | Somewhat satisfied | Neutral     | Somewhat dissatisfied | Extremely dissatisfied | Total | Weighted Average |
|--|---------------------|--------------------|-------------|-----------------------|------------------------|-------|------------------|
| Culture of supporting faculty & staff to develop and reach their potential | 47.83%<br>11        | 17.39%<br>4        | 13.04%<br>3 | 17.39%<br>4           | 4.35%<br>1             | 23    | 3.67             |
| Culture of respecting individual differences                               | 52.17%<br>12        | 30.43%<br>7        | 13.04%<br>3 | 0.00%<br>0            | 4.35%<br>1             | 23    | 4.25             |
| Culture of providing a workplace free of harassment and bullying           | 69.57%<br>16        | 17.39%<br>4        | 13.04%<br>3 | 0.00%<br>0            | 0.00%<br>0             | 23    | 4.57             |

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

Answered: 8 Skipped: 17