

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.

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

3. Personnel Evaluation Analysis

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

Note:

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

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 32 | 19 | 13 | 11 | 10 | 5 | 1 | 1 | 2 | 2 | 0 |
| Workforce Number Prior Filing | 32 | 20 | 12 | 13 | 9 | 5 | 1 | 1 | 2 | 1 | 0 |
| Net Change(+or-) | 0 | -1 | 1 | -2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| HIRES (incl. PT to FT) | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |
| TOTAL INCREASES | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| 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 |
| RESIGNATIONS | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENTS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| VOLUNTARY DEMOTION | 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 |
| TOTAL REDUCTIONS | 3 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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
POSITION OR POSITION CLASSIFICATION: Professor
LABOR MARKET AREA: Statewide/National

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|-----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 211 | 131 | 80 | 97 | 63 | 8 | 6 | 10 | 3 | 16 | 8 |
| Workforce Number Prior Filing | 197 | 121 | 76 | 93 | 60 | 7 | 6 | 10 | 3 | 11 | 7 |
| Net Change(+or-) | 14 | 10 | 4 | 4 | 3 | 1 | 0 | 0 | 0 | 5 | 1 |
| HIRES (incl. Pt to Ft) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMO INTO CATEGORY / CLASS | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 |
| DEMOTION 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 |
| TOTAL INCREASES | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENTS | 4 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 4 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
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**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 2 - Faculty

DATE:

7/31/2020

POSITION OR POSITION CLASSIFICATION: Assistant Professor (including Instructor)

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 | 81 | 38 | 43 | 24 | 32 | 3 | 2 | 2 | 3 | 9 | 6 |
| Workforce Number Prior Filing | 81 | 39 | 42 | 25 | 29 | 4 | 4 | 2 | 4 | 8 | 5 |
| Net Change(+or-) | 0 | -1 | 1 | -1 | 3 | -1 | -2 | 0 | -1 | 1 | 1 |
| HIRES (incl. Pt to Ft) | 21 | 10 | 11 | 7 | 9 | 0 | 0 | 0 | 0 | 3 | 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 |
| TOTAL INCREASES | 21 | 10 | 11 | 7 | 9 | 0 | 0 | 0 | 0 | 3 | 2 |
| TERMINATION/NON-RENEWAL | 2 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| FULL TIME TO PART TIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOTION OUT | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 |
| RESIGNATIONS | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 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 |
| TOTAL REDUCTIONS | 21 | 11 | 10 | 8 | 6 | 1 | 2 | 0 | 1 | 2 | 1 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
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NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|-----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 127 | 63 | 64 | 43 | 50 | 4 | 3 | 2 | 5 | 14 | 6 |
| Workforce Number Prior Filing | 132 | 67 | 65 | 44 | 52 | 4 | 3 | 2 | 4 | 17 | 6 |
| Net Change(+or-) | -5 | -4 | -1 | -1 | -2 | 0 | 0 | 0 | 1 | -3 | 0 |
| HIRES (incl. Pt to Ft) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMO INTO CATEGORY / CLASS | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 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 |
| TOTAL INCREASES | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 |
| CONTRACT ENDED | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| FULL TIME TO PART TIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOTION OUT | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 |
| RESIGNATIONS | 3 | 2 | 1 | 2 | 0 | 0 | 1 | 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 |
| TOTAL REDUCTIONS | 23 | 14 | 9 | 8 | 7 | 1 | 1 | 0 | 0 | 5 | 1 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
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NOTES:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 29 | 22 | 7 | 16 | 6 | 6 | 1 | 0 | 0 | 0 | 0 |
| Workforce Number Prior Filing | 30 | 22 | 8 | 16 | 7 | 6 | 1 | 0 | 0 | 0 | 0 |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INCREASES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 OF CATEGORY | 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 |
| 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 |
| TOTAL REDUCTIONS | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
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**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|-----------------------------------|-------------|-----------|-----------|----------|-----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 240 | 89 | 151 | 70 | 111 | 7 | 16 | 10 | 19 | 2 | 5 |
| Workforce Number Prior Filing | 226 | 83 | 143 | 69 | 107 | 5 | 16 | 8 | 16 | 1 | 4 |
| Net Change(+or-) | 14 | 6 | 8 | 1 | 4 | 2 | 0 | 2 | 3 | 1 | 1 |
| HIRES (incl. Pt to Ft) | 24 | 8 | 16 | 4 | 9 | 2 | 1 | 1 | 5 | 1 | 1 |
| PROMO INTO CATEGORY / CLASS | 3 | 2 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| TRANSFER INTO FROM OTHER CATEGORY | 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 |
| CORE MODIFICATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INCREASES | 27 | 10 | 17 | 5 | 10 | 2 | 1 | 2 | 5 | 1 | 1 |
| 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 | 5 | 1 | 4 | 1 | 2 | 0 | 1 | 0 | 1 | 0 | 0 |
| RETIREMENTS | 7 | 3 | 4 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| TRANSFER OUT of AGENCY | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOTION OUT | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| CORE MODIFICATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 13 | 4 | 9 | 4 | 6 | 0 | 1 | 0 | 2 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | |

NOTES:

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2020

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 | 42 | 7 | 35 | 3 | 22 | 2 | 10 | 1 | 2 | 1 | 1 |
| Workforce Number Prior Filing | 42 | 6 | 36 | 2 | 25 | 1 | 9 | 2 | 2 | 1 | 0 |
| Net Change(+or-) | 0 | 1 | -1 | 1 | -3 | 1 | 1 | -1 | 0 | 0 | 1 |
| HIRES (incl. Pt to Ft) | 5 | 2 | 3 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 1 |
| PROMO INTO CATEGORY | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| RETURNED FT FROM EXTENDED LEAVE | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INCREASES | 7 | 2 | 5 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 1 |
| RESIGNATIONS | 3 | 0 | 3 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| PROMOTION OUT | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| FULL TIME to PART TIME | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENTS | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 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 |
| DECEASED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 7 | 1 | 6 | 0 | 5 | 0 | 1 | 1 | 0 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | |

NOTES:

CENTRAL CONNECTICUT STATE UNIVERSITY

EMPLOYMENT PROCESS ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical

DATE:

7/31/2020

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 | 36 | 1 | 35 | 1 | 25 | 0 | 4 | 0 | 5 | 0 | 1 |
| Workforce Number Prior Filing | 39 | 2 | 37 | 2 | 27 | 0 | 4 | 0 | 5 | 0 | 1 |
| Net Change(+or-) | -3 | -1 | -2 | -1 | -2 | 0 | 0 | 0 | 0 | 0 | 0 |
| HIRES (incl. Pt to Ft) | 4 | 0 | 4 | 0 | 2 | 0 | 1 | 0 | 1 | 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 |
| TOTAL INCREASES | 4 | 0 | 4 | 0 | 2 | 0 | 1 | 0 | 1 | 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 | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| RETIREMENTS | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADJUSTMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMO OUT | 3 | 1 | 2 | 1 | 1 | 0 | 1 | 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 |
| TOTAL REDUCTIONS | 7 | 1 | 6 | 1 | 4 | 0 | 1 | 0 | 1 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Notes:

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

**CENTRAL CONNECTICUT STATE UNIVERSITY
EMPLOYMENT PROCESS ANALYSIS**

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

DATE: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 15 | 6 | 9 | 4 | 6 | 0 | 2 | 2 | 0 | 0 | 1 |
| Workforce Number Prior Filing | 15 | 6 | 9 | 4 | 6 | 0 | 2 | 2 | 0 | 0 | 1 |
| Net Change(+or-) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HIRES (incl. Pt to Ft) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| TOTAL INCREASES | 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 | 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 |
| TOTAL REDUCTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | |

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**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: 7/31/2020

| EMPLOYMENT PROCESS ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNPI* | |
|---------------------------------|-------------|-------|--------|-------|--------|-------|--------|----------|--------|------------|--------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| Workforce Number Current Filing | 10 | 9 | 1 | 9 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Workforce Number Prior Filing | 11 | 10 | 1 | 10 | 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 |
| TOTAL INCREASES | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOTION OUT OF CATEGORY | 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 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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: 7/31/2020

POSITION OR POSITION CLASSIFICATION: Custodian

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 | 35 | 23 | 12 | 9 | 7 | 3 | 0 | 11 | 5 | 0 | 0 |
| Workforce Number Prior Filing | 36 | 23 | 13 | 9 | 7 | 3 | 0 | 11 | 6 | 0 | 0 |
| Net Change(+or-) | -1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 0 |
| HIRES (incl. Pt to Ft) per Layoff List | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 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: | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INCREASES | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RESIGNATIONS | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENTS | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 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 : | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 3 | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 |
| 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:

7/31/2020

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 | 44 | 41 | 3 | 35 | 2 | 3 | 0 | 3 | 1 | 0 | 0 |
| Workforce Number Prior Filing | 46 | 43 | 3 | 37 | 2 | 3 | 0 | 3 | 1 | 0 | 0 |
| Net Change(+or-) | -2 | -2 | 0 | -2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HIRES (incl. Pt to Ft) per layoff | 0 | 0 | 0 | 0 | 0 | 0 | 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 |
| TOTAL INCREASES | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISMISSAL | 1 | 1 | 0 | 1 | 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 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOTION OUT | 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 |
| TOTAL REDUCTIONS | 3 | 3 | 0 | 3 | 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
EMPLOYMENT PROCESS ANALYSIS**

OCCUPATIONAL CATEGORY: Protective Services

DATE:

7/31/2020

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 | 19 | 16 | 3 | 8 | 2 | 2 | 1 | 6 | 0 | 0 | 0 |
| Workforce Number Prior Filing | 19 | 16 | 3 | 8 | 2 | 2 | 1 | 6 | 0 | 0 | 0 |
| Net Change(+or-) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HIRES (incl. Pt to Ft) | 1 | 1 | 0 | 1 | 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 |
| TOTAL INCREASES | 1 | 1 | 0 | 1 | 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 |
| TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REDUCTIONS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROMOS WITHIN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | |

NOTES:

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

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

DATE: July 31, 2020

| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | A |
| Outside agency | 73 | 64 | 9 | 34 | 3 | 7 | 2 | 3 | 1 | 12 | 0 | 8 | 3 | 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 | 73 | 64 | 9 | 34 | 3 | 7 | 2 | 3 | 1 | 12 | 0 | 8 | 3 | 0 | G |
| TOTAL REJECTED APPLICANTS | 39 | 33 | 6 | 16 | 3 | 6 | 2 | 1 | 0 | 4 | 0 | 6 | 1 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 34 | 31 | 3 | 18 | 0 | 1 | 0 | 2 | 1 | 8 | 0 | 2 | 2 | 0 | I |
| TOTAL INTERVIEWED | 16 | 13 | 3 | 9 | 0 | 0 | 0 | 1 | 1 | 3 | 0 | 0 | 2 | 0 | O |
| Not offered Position | 14 | 11 | 3 | 8 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 2 | 0 | P |
| Offered Position | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | Q |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | R |
| TOTAL ACCESSIONS | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | S |

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

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

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

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

DATE: July 31, 2020

| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | F |
| TOTAL APPLICANTS | 1 | 0 | 1 | 0 | 1 | 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 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | I |
| TOTAL INTERVIEWED | 1 | 0 | 1 | 0 | 1 | 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 | 1 | 0 | 1 | 0 | 1 | 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* | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | S |

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

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

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

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

DATE: July 31, 2020

| 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 | 25 | 15 | 10 | 9 | 9 | 1 | 0 | 0 | 0 | 5 | 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 |
| TOTAL APPLICANTS | 25 | 15 | 10 | 9 | 9 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | G |
| TOTAL REJECTED APPLICANTS | 7 | 3 | 4 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | I |
| TOTAL INTERVIEWED | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | O |
| Not offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | P |
| Offered Position | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | Q |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | R |
| TOTAL ACCESSIONS | 18 | 12 | 6 | 6 | 5 | 1 | 0 | 0 | 0 | 5 | 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

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

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

DATE: July 31, 2020

| 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 |
| Other Applicants | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REJECTED APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL QUALIFIED APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INTERVIEWED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ACCESSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

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

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

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

DATE: July 31, 2020

| 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 | 684 | 463 | 211 | 172 | 78 | 28 | 10 | 10 | 8 | 149 | 69 | 104 | 46 | 10 | 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 | 684 | 463 | 211 | 172 | 78 | 28 | 10 | 10 | 8 | 149 | 69 | 104 | 46 | 10 | G |
| TOTAL REJECTED APPLICANTS | 345 | 211 | 128 | 61 | 44 | 17 | 9 | 4 | 4 | 65 | 41 | 64 | 30 | 6 | H |
| TOTAL QUALIFIED APPLICANTS | 339 | 252 | 83 | 111 | 34 | 11 | 1 | 6 | 4 | 84 | 28 | 40 | 16 | 4 | I |
| TOTAL INTERVIEWED | 122 | 77 | 43 | 30 | 22 | 7 | 1 | 2 | 2 | 23 | 13 | 15 | 5 | 2 | O |
| Not offered Position | 101 | 67 | 32 | 23 | 13 | 7 | 1 | 2 | 2 | 20 | 11 | 15 | 5 | 2 | P |
| Offered Position | 21 | 10 | 11 | 7 | 9 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | Q |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | R |
| TOTAL ACCESSIONS* | 21 | 10 | 11 | 7 | 9 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | S |

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

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

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

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

DATE: July 31, 2020

| 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 | 20 | 11 | 9 | 8 | 5 | 1 | 1 | 0 | 1 | 2 | 2 | 0 | 0 | 0 |
| Other Applicants | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL APPLICANTS | 20 | 11 | 9 | 8 | 5 | 1 | 1 | 0 | 1 | 2 | 2 | 0 | 0 | 0 |
| TOTAL REJECTED APPLICANTS | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| TOTAL QUALIFIED APPLICANTS | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| TOTAL INTERVIEWED | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| Not offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Offered Position | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ACCESSIONS | 18 | 10 | 8 | 7 | 5 | 1 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |

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

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

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
 POSITION OR POSITION CLASSIFICATION: Coaching Staff
 LOCATION: Statewide/National

DATE: July 31, 2020

| 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 |
| Other Applicants | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL REJECTED APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL QUALIFIED APPLICANTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INTERVIEWED | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ACCESSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

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

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

DATE: July 31, 2020

| 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 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | A |
| Outside agency | 837 | 241 | 545 | 112 | 337 | 29 | 92 | 24 | 66 | 12 | 13 | 64 | 37 | 51 | 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 | 839 | 241 | 547 | 112 | 339 | 29 | 92 | 24 | 66 | 12 | 13 | 64 | 37 | 51 | G |
| TOTAL REJECTED APPLICANTS | 707 | 210 | 447 | 94 | 270 | 26 | 74 | 20 | 61 | 11 | 12 | 59 | 30 | 50 | H |
| TOTAL QUALIFIED APPLICANTS | 132 | 31 | 100 | 18 | 69 | 3 | 18 | 4 | 5 | 1 | 1 | 5 | 7 | 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 | 85 | 26 | 59 | 15 | 41 | 2 | 10 | 3 | 4 | 1 | 0 | 5 | 4 | 0 | O |
| Not offered Position | 64 | 20 | 44 | 12 | 28 | 0 | 9 | 2 | 3 | 1 | 0 | 5 | 4 | 0 | P |
| Offered Position | 21 | 6 | 15 | 3 | 13 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | Q |
| Refused Position | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | R |
| TOTAL ACCESSIONS | 19 | 4 | 15 | 3 | 13 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | S |

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

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

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 3 - Professional Non Faculty
All Titles
Statewide/National

DATE: July 31, 2020

| 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 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | A |
| Outside agency | 53 | 27 | 26 | 19 | 15 | 5 | 3 | 2 | 4 | 0 | 0 | 1 | 4 | 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 | 54 | 27 | 27 | 19 | 16 | 5 | 3 | 2 | 4 | 0 | 0 | 1 | 4 | 0 | G |
| TOTAL REJECTED APPLICANTS | 43 | 22 | 21 | 14 | 12 | 5 | 3 | 2 | 2 | 0 | 0 | 1 | 4 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 11 | 5 | 6 | 5 | 4 | 0 | 0 | 0 | 2 | 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 | 8 | 4 | 4 | 4 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | O |
| Not offered Position | 6 | 4 | 2 | 4 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | P |
| Offered Position | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 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 | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | S |

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

*Applicant pool in promotions as resulting accession was an internal applicant. Candidates applied from outside the agency.

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - Hire - Examined**

OCCUPATIONAL CATEGORY:
POSITION OR POSITION CLASSIFICATION:
LOCATION:

EEO 4 - Clerical
All Titles Except Sec 2
Hartford County

DATE: July 31, 2020

| 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 |
| Reemployment List | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | B |
| Outside agency | 627 | 107 | 518 | 48 | 256 | 26 | 115 | 13 | 101 | 12 | 16 | 8 | 30 | 2 | C |
| TOTAL APPLICANTS FOR POSITION | 627 | 107 | 518 | 48 | 256 | 26 | 115 | 13 | 101 | 12 | 16 | 8 | 30 | 2 | F |
| TOTAL REJECTED APPLICANTS FOR POSITION | 485 | 79 | 405 | 37 | 193 | 19 | 96 | 10 | 87 | 6 | 5 | 7 | 24 | 1 | G |
| TOTAL QUALIFIED APPLICANTS FOR POSITION | 142 | 28 | 113 | 11 | 63 | 7 | 19 | 3 | 14 | 6 | 11 | 1 | 6 | 1 | H |
| TOTAL INTERVIEWED | 41 | 5 | 36 | 2 | 25 | 1 | 3 | 0 | 3 | 1 | 2 | 1 | 3 | 0 | I |
| Not offered Position | 36 | 3 | 33 | 1 | 23 | 0 | 3 | 0 | 3 | 1 | 1 | 1 | 3 | 0 | J |
| Offered Position | 5 | 2 | 3 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | K |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | L |
| TOTAL ACCESSIONS* | 5 | 2 | 3 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | M |

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

Note:

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

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

DATE: July 31, 2020

| APPLICANT FLOW ANALYSIS | GRAND TOTAL | TOTAL | | WHITE | | BLACK | | HISPANIC | | AAIANHNP1* | | UNKNOWN | | | |
|-----------------------------------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | UNKNOWN | |
| Intra-agency | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 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 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 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 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | I |
| TOTAL INTERVIEWED | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | J |
| Not offered Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | K |
| Offered Position | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | L |
| Refused Position | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | M |
| TOTAL ACCESSIONS* | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | N |

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

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

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

DATE: July 31, 2020

| 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 | 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 | 158 | 14 | 144 | 5 | 56 | 5 | 25 | 0 | 34 | 2 | 3 | 2 | 26 | 0 | F |
| TOTAL APPLICANTS | 158 | 14 | 144 | 5 | 56 | 5 | 25 | 0 | 34 | 2 | 3 | 2 | 26 | 0 | G |
| TOTAL REJECTED APPLICANTS | 92 | 12 | 80 | 5 | 34 | 5 | 15 | 0 | 16 | 0 | 1 | 2 | 14 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 66 | 2 | 64 | 0 | 22 | 0 | 10 | 0 | 18 | 2 | 2 | 0 | 12 | 0 | I |
| TOTAL INTERVIEWED | 19 | 1 | 18 | 0 | 8 | 0 | 1 | 0 | 4 | 1 | 2 | 0 | 3 | 0 | O |
| Not offered Position | 15 | 1 | 14 | 0 | 6 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 3 | 0 | P |
| Offered Position | 4 | 0 | 4 | 0 | 2 | 0 | 1 | 0 | 1 | 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** | 4 | 0 | 4 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | S |

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

Notes: Unknown Applicant Calculations are factored separately into the grand total, total male and total female categories. Total male + total female + unknown/unknown = grand total; These promotions resulted from reemployment rights.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTIONS Non-Examined

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

DATE: July 31, 2020

| 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 | 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 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 |

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

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

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

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

DATE: July 31, 2020

| 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 |
| 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 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 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, 2020

| 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; Promotion through contractual rights.

**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, 2020

| 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 | THERE WERE NO ACCESSIONS DURING THE REPORTING PERIOD | | | | | | | | | | | | | | 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; Promotion through contractual rights.

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - HIRE - Non-Examined

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

DATE: July 31, 2020

| 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 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | F |
| TOTAL APPLICANTS | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 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 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 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 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 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 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | Q |
| Refused Position | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | R |
| TOTAL ACCESSIONS | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | S |

Notes: Unknown Applicant Calculations are factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total; hired per collective bargaining agreement

**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, 2020

| 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 | THERE WERE NO ACCESSIONS DURING THE REPORTING PERIOD | | | | | | | | | | | | | | 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 factors separately into the Total Category, Total Male and Total Female categories. Total Male + Total Female + Unknown/Unknown = Grand Total: Hired per Reemployment Rights.

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

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

DATE: July 31,2020

| 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 | 33 | 29 | 4 | 19 | 1 | 3 | 1 | 6 | 2 | 0 | 0 | 1 | 0 | 0 | F |
| TOTAL APPLICANTS | 33 | 29 | 4 | 19 | 1 | 3 | 1 | 6 | 2 | 0 | 0 | 1 | 0 | 0 | G |
| TOTAL REJECTED APPLICANTS | 12 | 10 | 2 | 6 | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 21 | 19 | 2 | 13 | 1 | 1 | 0 | 5 | 1 | 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 | 20 | 18 | 2 | 13 | 1 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | O |
| Not offered Position | 19 | 17 | 2 | 12 | 1 | 0 | 0 | 5 | 1 | 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 |
| TOTAL ACCESSIONS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | S |

Notes:

**CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS (HIRE-EXAMINED)**

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

DATE: July 31,2020

| 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 |
| 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:

CENTRAL CONNECTICUT STATE UNIVERSITY
APPLICANT FLOW ANALYSIS - PROMOTION - NON-EXAMINED

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

DATE: July 31, 2020

| 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 | 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 | 6 | 6 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | F |
| TOTAL APPLICANTS | 6 | 6 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | G |
| TOTAL REJECTED APPLICANTS | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | H |
| TOTAL QUALIFIED APPLICANTS | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | I |
| TOTAL INTERVIEWED | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | O |
| Not offered Position | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 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 |
| TOTAL ACCESSIONS | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | S |

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

OCCUPATIONAL CATEGORY: EEO-1 - Executive/Administrative

POSITION OR POSITION CLASSIFICATION: All Titles in Category

Form #42 A3

2020

| 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 | 24 | 15 | 9 | 9 | 7 | 4 | 1 | 1 | 1 | 1 | 0 |
| Satisfactory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unsatisfactory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| REPRIMANDS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUSPENSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEMOTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Within Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lower Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSFERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intra-Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outside Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Note: Includes M/C evals. SG39 and > and Admin. VII evals.

Members of the executive committee generally receive overall good evaluations; except when noted as unsatisfactory/non-renewed.

OCCUPATIONAL CATEGORY: EEO-2 - FACULTY

POSITION OR POSITION CLASSIFICATION: Professor

Form #42 A3

2020

| 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 | 177 | 107 | 70 | 80 | 57 | 6 | 5 | 8 | 2 | 13 | 6 |
| 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 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| SUSPENSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEMOTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Within Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lower Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSFERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intra-Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outside Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Note: For faculty all evaluations listed as "Good". No faculty received a Special Assessment during this reporting period.

Faculty who are not renewed are counted as receiving an unsatisfactory service rating

Faculty total matched 2018 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

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

2020

| 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 | 65 | 30 | 35 | 21 | 26 | 2 | 2 | 1 | 2 | 6 | 5 |
| 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 2018 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or

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

2020

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | AAIANHNPI MALE | AAIANHNPI FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|----------------|------------------|
| SERVICE RATINGS | | | | | | | | | | | |
| Excellent | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Good | 112 | 55 | 57 | 38 | 46 | 3 | 3 | 2 | 4 | 12 | 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 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUSPENSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEMOTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 2018 workforce numbers as they would have received the evaluations during the reporting period minus people who resigned or retired

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

2020

| 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 | 26 | 20 | 6 | 14 | 5 | 6 | 1 | 0 | 0 | 0 | 0 |
| Fair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Satisfactory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unsatisfactory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| REPRIMANDS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUSPENSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEMOTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Within Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lower Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSFERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intra-Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outside Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Note: For coaching the majority of evaluations listed as "Good". No coaches received a Special Assessment during this reporting period. Coaches are not-renewed related to performance; if renewed an overall good evaluation is received; if not renewed a notation of unsatisfactory is made Coaching total matched 2016 workforce numbers as they would have received the evaluations during the reporting period minus two employees who

OCCUPATIONAL CATEGORY: EEO-3 - Professional Non-Faculty

POSITION OR POSITION CLASSIFICATION: All Titles in the Category

Form #42 A3

2020

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | AAIANHNPI MALE | AAIANHNPI FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|----------------|------------------|
| SERVICE RATINGS | | | | | | | | | | | |
| Superior | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Excellent | 107 | 42 | 65 | 34 | 52 | 2 | 2 | 3 | 8 | 3 | 3 |
| Good | 27 | 8 | 19 | 6 | 10 | 0 | 5 | 2 | 3 | 0 | 1 |
| Satisfactory | 7 | 5 | 2 | 2 | 1 | 3 | 1 | 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 |
| TERMINATION | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Within Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lower Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSFERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intra-Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outside Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Note: Includes evaluations for M/C < SG39, Admin. I through VI and a few A&R evals. "Superior" category added for A&R.

Members of the SUOAF bargaining unit who have received continuing appointment only receive an evaluation once every two years

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

2020

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | AAIANHNPI MALE | AAIANHNPI FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|----------------|------------------|
| SERVICE RATINGS | | | | | | | | | | | |
| Excellent | 26 | 1 | 25 | 1 | 21 | 0 | 0 | 0 | 3 | 0 | 1 |
| Very Good | 22 | 4 | 18 | 2 | 13 | 1 | 0 | 0 | 5 | 1 | 0 |
| Good | 5 | 2 | 3 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 0 |
| Satisfactory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unsatisfactory | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| REPRIMANDS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUSPENSIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEMOTIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Within Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lower Occ Category | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSFERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intra-Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Outside Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Note: Some numbers are different than current workforce, e.g., the BF category is fewer because of newly hired staff who would not have received a PA in

OCCUPATIONAL CATEGORY: EE0-6 - Skilled Crafts
POSITION OR POSITION CLASSIFICATION: All Titles in Category
 Form #42 A3

2020

| PERSONNEL EVALUATION ANALYSIS | GRAND TOTAL | TOTAL MALE | TOTAL FEMALE | WHITE MALE | WHITE FEMALE | BLACK MALE | BLACK FEMALE | HISPANIC MALE | HISPANIC FEMALE | AAIANHNPI MALE | AAIANHNPI FEMALE |
|-------------------------------|-------------|------------|--------------|------------|--------------|------------|--------------|---------------|-----------------|----------------|------------------|
| SERVICE RATINGS | | | | | | | | | | | |
| Excellent | 9 | 8 | 1 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Good | 2 | 2 | 0 | 2 | 0 | 0 | 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 | 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: Numbers do not include a WM who was hired during the reporting period and did not received an evaluation during the reporting period.

